

Position Description

Position Title:	Social, Emotional & Wellbeing Practitioner
Location:	Alice Springs with travel to outstations and on to country as required – this may include work on evenings and weekends, including cultural and learning camps (usually 1 – 5 nights)
Tenure:	Full-time 38 hours per week, 12-month contract
Classification:	SCHCADS Modern Award Level 5-6 (dependent on experience and qualifications)

Background

Children’s Ground is a First Nations organisation. We are committed to systems change to ensure dignity, justice and equity for all children and families. Our work focuses on national reform as well as evidencing a new way of working. The Children’s Ground Approach is a whole of community, whole of life approach, designed by First Nations people. We partner with a community over the course of a generation, led by local expertise, vision and intelligence. Together, we create and deliver an integrated system that is centred on learning, development and wellbeing that responds to the child and their family through the key transition points from pre-birth to young adulthood. Our approach recognises the cultural, social and economic strength of communities and builds on this to equip children for opportunities locally, nationally and globally.

We celebrate First Nations children and families and back their vision and talent to transform their communities from extreme stress and economic disadvantage to communities of opportunity and wellbeing.

Children’s Ground operates in Central Australia and across the Top End, with support provided by a Melbourne-based Shared Services team.

Position Summary

The Social, Emotional & Wellbeing Practitioner will be a member of a multi-disciplinary team that delivers the Children’s Ground Family Health and Wellbeing Framework to improve the health and wellbeing outcomes for the community. This will include the recognition and support of local cultural knowledge systems and practices, and the agency of consumers. In addition, we know that the history of colonisation in Australia continues to have an ongoing devastating impact on Indigenous families and communities. Genocide, dispossession, segregation, assimilation and loss of land rights are part of the context for all Indigenous Australians.

This position will be responsible for working with children in groups through established early years and primary learning activities supporting good social and emotional literacy and healthy behaviours from a young age; working one on one with children and their families to address social and emotional worries or needs; working with families to address barriers to achieving good mental health, and; working with children, young people or adults who may be in crisis or will benefit from counselling. Working collaboratively within the Health Team, you will contribute to and implement family health plans with individuals and families and create and deliver responses to population health needs with the local community, working in a manner that is strengths based.

Key Relationships

Reports to:	Head of Health and Wellbeing, Central Australia Region
Key Internal liaison:	CEO, Children's Ground; Director, Central Australia Region; Learning and Wellbeing; Community Development and Wellbeing; Director, Research and Evaluation; Director, People and Culture; Children's Ground staff
Key External liaison:	Service organisations in Alice Springs

Key Responsibilities

1. Children's Ground Family Health Model

- Under the Head of Health and Wellbeing, Central Australia Region, and the health team, deliver the Children's Ground Family Health and Wellbeing Framework to improve the health and wellbeing outcomes for the communities we work with
- With the community, develop, assess and monitor social and emotional wellbeing needs and strengths, and manage and implement responses to create improved wellbeing outcomes for First Nations children, young people and adults across the region
- Support the delivery of wellbeing information and services in first language and support local cultural knowledge, life and lore
- Work with the Learning and Wellbeing and Community Development and Wellbeing teams to support the integration of social and emotional wellbeing into daily early years and/or primary learning and development initiatives across CG
- Support the delivery of social and emotional wellbeing across the region, supporting First Nations children aged 0-8 and their families through:
 - A range of trauma informed therapeutic activities at learning sessions, with occasional individual counselling and family therapy where appropriate
 - A social and emotional wellbeing environment in Children's Ground that promotes first nations wellbeing practices and knowledge

2. Local Community Agency and respect for local cultural knowledge and life

- Meet regularly with local people and elders to discuss local aspirations, to inform directions and SEWB responsibilities
- Liaise with local people in relation to activities to ensure that our operations do not undermine and actively promote local cultural knowledge and practice
- Encourage and support all families, valuing their ideas, strategies, and aspirations
- Work in partnership with Akeyulerrerre to deliver First Cultural health and wellbeing

3. Program Design, Standards and Implementation

- Work with the learning team to ensure all children have a comprehensive learning and wellbeing plan that includes their social and emotional wellbeing needs and development support
- Support the development of family-based wellbeing plans and strategies to support the emotional wellbeing of children, young people and adults
- Provide advice and recommendations to Children's Ground regarding development, implementation and program guidelines and design

- Develop and share leading practice, referring to national and international practice and research
- Participate in regular professional supervision, team meetings and team planning sessions

4. Operational systems and standards

- Develop and implement documentation policies, procedures, systems and standards with clear compliance to meet the needs of CG and the security of information for everyone at CG.
- Ensure review and monitoring of standards on a regular basis
- Ensure all activities are delivered with quality and integrity
- Operate within the requirements of Children's Ground philosophies, policies and procedures as well as regulatory requirements

5. Staffing

- Provide mentoring and guidance of staff where of benefit
- Develop professional, trusting and respectful relationships with people in the region
- Provide staff in-servicing on Social and Emotional Wellbeing topics as requested to upskill CG staff who work alongside Children and families
- Support initiatives or provide ideas that when actioned support staff wellbeing

6. Information and data systems, monitoring and reporting

- Ensure user data and information is being recorded to meet the monitoring and evaluation needs of the Family Health and Wellbeing team
- Train and support staff to document and record data
- Undertake assessments and relevant research in consultation with the Director, Central Australia Region and the Director of Research and Evaluation
- Oversee development and management of a library of resources from within and outside of community including videos, books, papers, etc
- Maintain confidential, organised and up-to-date files
- Prepare reports as requested

7. Relationships

- Develop and maintain relationships with key partners including local organisation
- Maintain strong joint working relationship across Children's Ground operations
- Represent Children's Ground in key meetings as requested

8. Contribute to Children's Ground

- Be a positive, innovative and active member of the Children's Ground Central Australia Region team
- Contribute to strategic planning, organisational development, management work plans & policy formation
- Support a strong, connected, respectful and supportive organisation
- Participate in professional development programs offered by Children's Ground
- Participate in Arrernte language classes and practice its use in interactions with First Nations people, with a view to developing at least basic level of language competence
- Undertake other tasks as requested to support the delivery of Children's Ground Central

Key Selection Criteria

Essential

1. Relevant tertiary qualification
2. Minimum 5 years' experience and demonstrated success working in a position that promotes social and emotional health and wellbeing
3. Experience working with First Nations communities and an understanding of the effects of colonisation, disempowerment and intergenerational trauma
4. Knowledge and experience of trauma informed practice
5. Strong relationship, networking and communication skills - both verbal and written
6. Strong people management skills and a collaborative worker – teamwork, facilitation, supervision, liaison
7. Current Driver's Licence
8. OCHRE card and National Police Clearance (or willingness to obtain)

Desirable

- Current registration with APS or relevant professional body
- Experience working in a start-up environment
- Demonstrated knowledge, skills, and experience in an NGO or community development organisation

Personal Attributes

- Self-starter who thrives in an environment that is ambiguous and complex and thinks systemically
- Creates and embraces a culturally diverse workforce
- Passionate about social justice
- Highly collaborative
- Innovative and thinks adaptively about problem resolution
- Focus on achieving excellence