



Position Description

Position Title:	Family Support Worker – Male and First Nations Identified
Location:	Darwin
Hours:	Fulltime – 38 hours/week
Tenure:	Fixed term. 12-month contract
Classification:	SCHADS Modern Award Level 4 (depending on qualifications and experience).

Background

The Children's Ground Approach is a First Nations organisation designed by First Nations people. 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. 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. In the Top End of the NT, we work in the communities of Minmarama/Kulaluk, Knuckey's Lagoon, 15 Mile (Palmerston Indigenous Village), and Marlkawo.

Position Summary

The Community Support Worker position works with the Family Support Services team to deliver high quality support and services to families, and maintains strong integrity in accordance with the Children's Ground Approach.

Key Relationships

Directly reports to:	Family Support Coordinator - Top End
Key Internal liaison:	Family Health and Wellbeing team, Head of Community Development and Wellbeing, First Nations Governance, Children's Ground staff
Key External liaison:	Child and Family service providers, Department of Territory Families, families from Minmarama, Kulaluk, Knuckeys Lagoon and 15 Mile (Palmerston Indigenous Village)

Key Responsibilities

1. Program Delivery

- Provide support and assistance to families to:
 - help them keep their children safe, at home.
 - reunify children in care with their birth family.
 - support fathers and father figures to raise healthy and safe children.
- Support all programs to ensure they are delivered with quality and integrity.
- Work together with the Children's Ground Top End Health and Early Learning teams.
- Contribute to the development a strong network for service provider referral.
- Assist in developing community led, governance standards and practice.
- Work to ensure compliance with relevant regulations, laws, and standards.

2. Relationships and stakeholder management

- Develop collaborative relationships with service partners, participating in local Service Delivery Forums, to promote service collaboration and integration.
- Liaise with a wide range of organisations and businesses who have a shared interest in following the leadership of community members and the goals of individual community plans.
- Develop, strengthen & maintain relationships.
- Maintain joint working relationships across Children's Ground operations.
- Represent Children's Ground in key meetings as requested.

3. Information and data systems, monitoring, and reporting

- Ensure user data and information is being recorded as to meet the monitoring and evaluation needs of Children's Ground.
- Participate in the reporting requirements of the Family Support Service funding agreement.
- Support community-based staff to document and record data.
- Maintain confidential, organised and up to date files.
- Prepare reports as required.

4. Contribute to Children's Ground

- Be a positive, innovative, and active member of the Children's Ground Top End 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.
- Undertake other tasks as requested to support the delivery of Children's Ground

Work Health and Safety

- Ensure documentation and standards are in place with clear compliance to meet the WH&S needs of Children's Ground.
- Ensure all activities are delivered with quality and integrity and with relevant risk assessment applied.
- Operate within the requirements of Children's Ground Approach, policies, and procedures and regulatory requirements.

This role will require working regularly in outdoor conditions and often in extreme heat, sitting, standing, and moving around in outdoor settings, including getting in and out of motor vehicles and remote location work. People may be required to do a medical check before engagement.

Key Selection Criteria

Essential

1. Experience working with First Nations communities and an understanding of the effects of colonisation, disempowerment, and intergenerational trauma.
2. Relevant qualifications and experience, such as social work, health worker, community development and social science, with experience in case management.
3. Strong understanding of strength-based and trauma-informed approaches.
4. Excellent communication and community engagement skills, and ability to adapt communication style as required.
5. Experience in early intervention in relation to child, family, and community safety.
6. Knowledge of child protection issues and the NT child protection system
7. The ability to develop a strong network for service provider referral.
8. Ability to work in a flexible team environment.
9. High computer and digital literacy to work across multiple computer systems.
10. Current Driver's Licence
11. Willingness to undergo a National Police Check and obtain an NT OCHRE Working with Children Check

Desirable

1. Willingness and flexibility to work outside of business hours to support individuals and community.
2. Have existing networks within the community and NT child protection system.

Personal attributes

- Passionate about social justice and improving outcomes for First Nation communities.
- Self-starter who thinks systemically and thrives in an environment that is ambiguous and complex.
- Proactive and can work autonomously, as well as part of a team.
- Creates and embraces a culturally diverse workforce.
- Highly collaborative.
- Innovative and thinks adaptively about problem resolution.
- Focus on achieving excellence.