

Position: Project Officer (Western Australia) – 'Kulintja Palyaringkuny tjaku'

NPYWC Program: Youth Service

Employment Details: Permanent, Full Time, 38 hours per week

Location: Lands based (WA) with extensive travel to NPY region communities

Base Salary: \$71,420 – \$80,806 per annum plus superannuation and salary sacrificing

Our Purpose:

To support all Anangu, especially women and children, to have a good life, guided by culture and sound governance, through the collective agency of women.

Our Values:

We are an Anangu-led organisation. We believe in the strength of our people, our culture, and the collective agency of women. We are continually guided by our values, to deliver on our purpose and ensure we deliver for and to our community, more and better choices; a good life for all Anangu.

Your Team:

The NPY Women's Council (NPYWC) Youth Program works with children and young people aged 10-25 and their families. Our service model consists of the following: case management, leadership and education, youth diversion and recreation, and advocacy and collaboration.

The main activities of the NPYWC Youth Program are to:

- Work with young people and their communities to provide enjoyable, educational recreation activities;
- Provide case management support to young people and their families using a family orientated client centred framework;
- Advocate for better resourcing and support where there are gaps in services and programs for young people, advocate for social change;
- Develop specialised projects to meet the needs of young people across the NPY region;
- Develop local staff to deliver the programs.

Your Role:

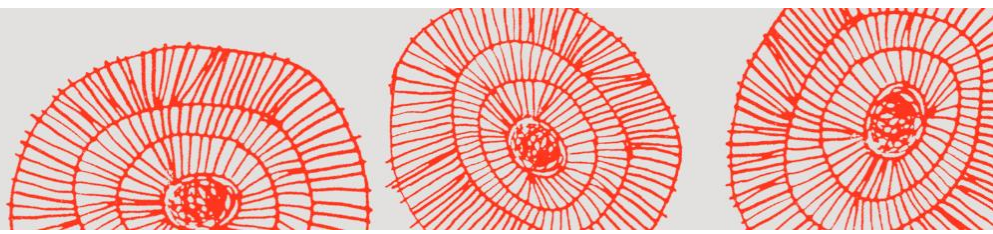
The focus of the Kulintja Palyaringkuny tjaku (KP) Project Officer is to support NPYWC youth workers, young people aged 10 – 25 years and community members in the NPY region to understand and respond appropriately to topics such as healthy relationships, substance use, mental health, and other associated harms.

Elements that KP Project Officer relies on to ensure the project is successful include:

- A grounding in Anangu culture – key community members and senior Anangu to co-facilitate the discussions with young people;
- Malparara way of working – working with and taking direction from community members, supporting Anangu to be in control of the teaching;
- Provide case management, support young people who are at risk and inspire those who are doing well to achieve their goals. This role will be based in Blackstone community and primarily servicing Blackstone, Wingellina, Jameson and Warburton.

Your Responsibilities:

- Facilitate a minimum of 3 educational workshops per week in remote Aboriginal communities of the NPY region in a culturally appropriate way, addressing healthy relationships, substance use, mental health, and other locally relevant issues.



- Facilitate a minimum of 4 camps per year in remote Aboriginal communities of the NPY region in a culturally appropriate way, addressing healthy relationships, substance use, mental health, and other locally relevant issues.
- Utilise a community development framework that involves Anangu / Yarnangu in all stages of the planning, design, delivery and evaluation of activities: consultation and collaboration with senior community members, Ngangkari and cultural leaders to respond to issues affecting young people in the region.
- Use Malparara way or working – Malparara means 'a person together with a friend or a companion'. In the context of the NPYWC programs, malparara means two employees working together on a program, one of whom is an Anangu woman or man and the other, who is the partner employee, employed for his / her specific professional skills.
- Support NPYWC youth workers / Anangu / other service providers – to deliver weekly early intervention, preventative and therapeutic responses for young people engaged in, or at risk of violent relationships, substance abuse, mental health issues and other associated harms; provision of direct training, and sourcing external training to build staff skills and capacity where needed.
- Where required develop and sourcing locally relevant, culturally appropriate resources related to healthy relationships, substance use, mental health, and other associated issues – to support delivery of the KP Project in the NPY region.
- Monitoring, data collection, reporting and advocacy of issues and trends relating to drug and alcohol use, mental health and violence in relationships in the NPY region.
- Work closely with internal and external service providers to offer a holistic and coordinated approach to service delivery.
- Assist the Youth Program Management to report on the performance of the program by contributing to performance reporting to funding bodies, reports to Directors, AGM's and any other relevant forums.
- Provide case management support for young people in the region as per the NPYWC guidelines and Youth Program case management practices.
- Provide a minimum of 1 case management interaction weekly per client.

Skills and Experience:

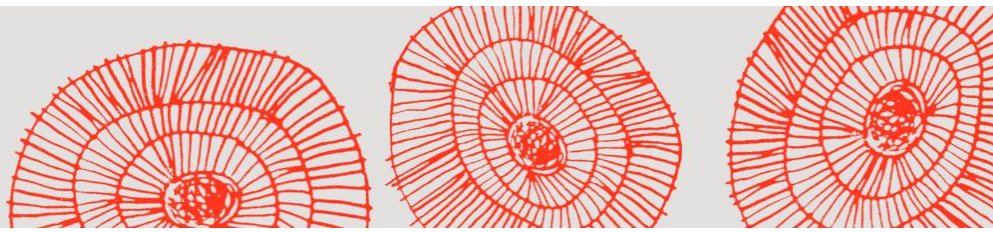
- Experience in youth work or related work is preferred. Remote youth work experience will be ideal.
- An understanding of the issues that affect Aboriginal people in remote communities, particularly Aboriginal youth.
- Ability to work in a cross-cultural environment, including working in partnership with Anangu communities, Anangu staff and taking direction from Anangu Management.
- To facilitate a safe space for young people and key community members to gather for the purpose of intergenerational teaching and transmission of cultural knowledge.

Qualifications:

A relevant tertiary qualification in Youth Work, Social Work, Community Development or related human services – or a willingness to obtain one.

Remuneration:

- Base Salary: \$71,420.82 – \$80,806.10 per year
- 9.5% Superannuation
- Generous Leave Entitlements
- Salary Packaging Benefits
- 5 weeks' annual leave with 17.5% leave loading
- 3 weeks' personal leave per annum
- Retention Bonus



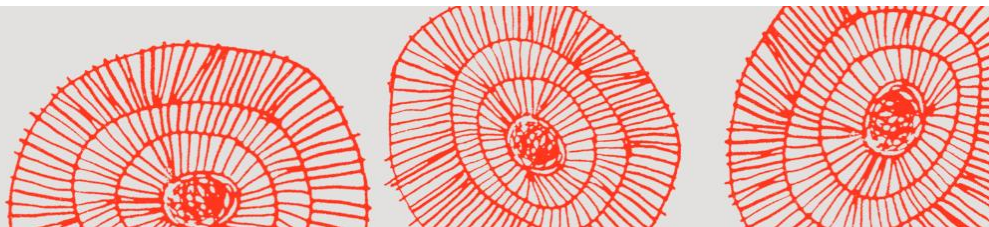
- Demonstrated experience, knowledge and commitment to developing, implementing and evaluating projects using an action research model and community development framework.
- Demonstrated ability to develop good working relationships across a range of sectors and in a variety of settings.
- Good written and verbal communication skills across diverse groups, from Anangu communities, staff and management to government and other non-government agencies.
- Ability to work co-operatively in a team and with minimal supervision including being able to plan and use time effectively.
- Good computer skills.

Employment Conditions:

- Work in a manner consistent with NPYWC Values, Code of Conduct, Rules and advocacy positions.
- Follow and work within NPYWC policies and procedures.
- Be responsible and accountable for your own and others health, safety and wellbeing.
- If applicable, the employee will provide the highest standards of service to clients at all levels by modelling service excellence that meets the needs of clients and enhances the profile of NPYWC.
- Some positions will require working in remote communities for extended periods and out of hours' work requiring overnight absences.
- Remote positions include accommodation. Usually this is stand-alone accommodation, however from time to time, based on accommodation and service delivery demands, this situation may change and staff may be required to co-share a NPYWC leased or owned property.
- Every employee is required to have (or willing to obtain) a current and valid criminal history check, and if applicable, a Working with Children Check.
- We require all staff to have a current Australian manual driver's licence.
- A current First Aid certificate or a willingness to undertake training.
- Experience in operating a manual 4WD vehicle or a willingness to undertake training.
- A good level of health and fitness that matches the requirements of the role. If so required by NPYWC you may be required to undergo a pre-employment medical assessment.

We are committed to building a respectful and inclusive workplace, appointing the best person for the role and supporting diversity.

All information will be held in the strictest of confidence.



To find out more about this position, please contact Brett Toll, Assistant Youth Manager on 0419 931 590 or visit <https://www.npywc.org.au/jobs/> for more information about the role and what it's like to work for us.

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Signed:

Date: October, 2020

PROGRAM MANAGER

ACKNOWLEDGEMENT FOR RECEIPT OF POSITION DESCRIPTION

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Employee Name (Please Print)

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Employee Signature

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Date