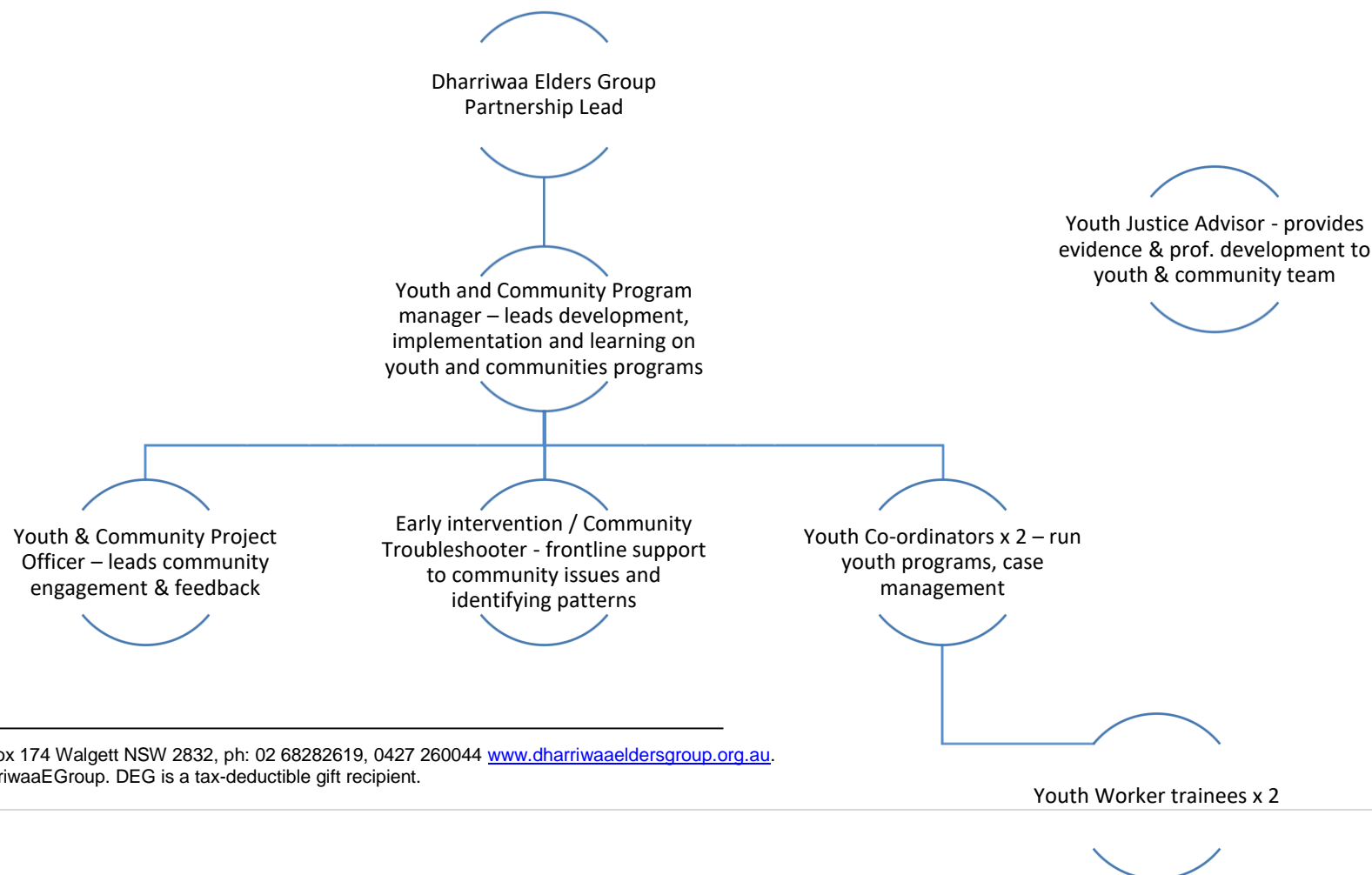


Dharriwaa Elders Group is RECRUITING 4 POSITIONS FOR 6 PEOPLE – the Yuwaya Ngarrali Youth and Community Team.

The **Youth and Community Program Manager**, Youth and Community Project Officer, 2 x Youth Co-ordinators and 2 x Youth Worker Trainees. The Early Intervention /Community Troubleshooter position in this team is already in place.

This document contains information about the Youth and Community Program Manager. For details of the other positions we are currently recruiting, potential applicants may consult our website: <https://www.dharriwaaeldersgroup.org.au/index.php/yuwayangarrali/182-work-with-us-youth-and-community-team> so that they can clearly see where the positions fit in the team and decide which position they are best suited for.



OVERVIEW

The purpose of Yuwaya Ngarra-li is for Walgett's Dharriwaa Elders Group (DEG) and University of NSW (UNSW) to work in partnership to improve the wellbeing, social, built and physical environment and life pathways of Aboriginal people in Walgett through collaborating on evidence-based programs, research projects and capacity building.

10 months into a three year 'Building Phase', Yuwaya Ngarra-li is working on areas identified as community priorities in which we have already established relationships, track record and a specific role to play:

- In **Youth Justice Diversion**, Yuwaya Ngarra-li will test, demonstrate and document a holistic evidence-informed and locally-developed diversion program in Walgett which will pay equal attention to reducing young people's contact with the justice system and providing them with alternative opportunities and pathways.
- In **Water and Country**, Yuwaya Ngarra-li will focus on influencing improved community access to sustainably managed lands and waters. Safe drinking water and the development of on-Country activities which support the wellbeing of environment and community will be a focus, alongside policy development and advocacy activities.
- In **Aboriginal community leadership and control**, Yuwaya Ngarra-li will focus on growing the leadership, capability, collaboration and influence of Aboriginal Community Controlled Organisations, current and emerging community leaders and the Yuwaya Ngarra-li team including through local Aboriginal employment and professional development.
- In **Infrastructure and Services**, Yuwaya Ngarra-li will seek investment and allies to scope and, where possible start-up social enterprises, and implement civic improvement projects and services already identified to strengthen the focus areas. Through the development of innovative new industries Yuwaya Ngarra-li will demonstrate alternative economic directions for north west NSW.

Further information is available by emailing info@dharriwaaeldersgroup.org.au

<https://www.dharriwaaeldersgroup.org.au/>

<https://www.dharriwaaeldersgroup.org.au/index.php/yuwayangarrali>

<https://www.dharriwaaeldersgroup.org.au/images/downloads/Walgett-Action-Plan-for-Children-and-Young-People-June18.pdf>

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Youth and Community Program Manager.

Dharriwaa Elders Group (“DEG”) is searching for an experienced, energetic and creative leader to work in Walgett, north west NSW, to build, develop and manage a small team working with young people and families and accelerate projects at different stages of development. You will provide mentoring, coaching and inspiration and take on a key role for implementing the visions of Walgett’s Dharriwaa Elders Group. This role is a chance to make a significant contribution to systemic change led by an Aboriginal community-controlled organisation.

You will be part of a small dynamic management team for an innovative community-led long-term partnership between the Dharriwaa Elders Group and the University of NSW (“UNSW”) – Yuwaya Ngarra-li (“vision”). This unique and critical role will work closely with the Walgett Partnership Lead of Yuwaya Ngarra-li and will draw on your skills as an experienced manager of people and programs and a clear and patient communicator, willing to be agile and across the detail of your many active projects.

You will provide secretariat support for a holistic working group that identifies, assesses and discusses acute priority issues emerging in schools or community that require responses from agencies. You and your team will implement parent, carer and community events and training workshops in response to needs identified by the working group.

Your team will importantly conduct the newly-designed “Walgett Youth and Community Pathways Program” which will offer to a small group of young people activities of their interest, including On-Country activities, with a focus on mentoring, therapeutic and trauma-informed approaches to working with children and young people.

Our progressive organisation encourages and supports all staff to navigate what can be a challenging environment. We are working hard to create and maintain a safe and calm cultural space against a history, in both the general and immediate community, of racism, invasion, dispossession and disadvantage. You will be comfortable with acknowledging and examining this in your daily work.

You will be used to leading and supporting the development of junior staff who may need your oversight and wise head to prevail. You will need to be able to remain responsive and strengths-based while working in a community-facing role that requires a very high level of flexibility and cautious, informed negotiation. We value the input of our many community stakeholders. You will need to make sure they feel heard and understood in our work.

POSITION SUMMARY

Leads development and implementation of youth and community programs in line with Yuwaya Ngarra-li vision, strategies, principles and values.

Reports to: Walgett Partnership Lead.

Manages 6 direct reports: Youth and Community Project Officer, 2 x Youth Co-ordinators, Early Intervention /Community Troubleshooter, 2 x Youth Worker trainees

RESPONSIBILITIES

- Leads holistic approach to build life pathways and Social and Emotional Wellbeing for Walgett Aboriginal children and young people including:
 - Supporting community engagement in youth diversion working closely with community stakeholders and UNSW advisors
 - Developing and implementing local youth programs
 - Developing new social enterprises to create new employment pathways
 - Supporting Yuwaya Ngarra-li's engagement with education
- Supports effective community engagement and delivery of community projects and programs, including
 - Supporting development of mechanisms for community engagement, feedback and community leadership development
 - Supporting effective implementation of community projects including garden project
 - Supporting engagement in water policy and conservation activities
 - Supporting annual community data gathering and feedback
- Recruits and supports team to deliver youth and community programs
- Provides effective management for staff including workplans, mentoring, on the job training and support
- Works with all Yuwaya Ngarra-li colleagues to ensure that work is integrated and holistic
- Makes sure that Yuwaya Ngarra-li provides a positive and culturally safe working environment and upholds principles, practices and protocols of DEG and YN
- Works effectively with UNSW colleagues and collaborators to ensure that projects contribute to Yuwaya Ngarra-li vision and align with protocols and values
- Builds effective working relationships with local ACCOs and other stakeholders (e.g. Council)
- Contributes to systemic analysis and advocacy efforts
- Contributes to fundraising and reporting as required
- Monitoring, documenting and reflecting upon progress and adapting approaches as needed

It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role

SELECTION CRITERIA

- Excellent people management and organisational skills, with high levels of initiative and ability to work unsupervised.
- Demonstrated experience with, and/or working in Aboriginal communities, preferably with Aboriginal community-controlled organisations and managing Aboriginal employees.
- Proven ability to exercise independent judgement and problem-solving skills with the ability to resolve and address issues as they arise.

- Proven tenacity and resilience when pioneering a new enterprise ahead of the mainstream.
- Demonstrated expertise in project management, including delivering projects to time and budget across multi-disciplinary organisations and staff.
- Outstanding written and verbal communication skills with proven ability in consultation and negotiation.
- Demonstrated experience managing strategic partnerships to further policy objectives
- A relevant tertiary degree and/or an equivalent knowledge gained through any other combination of education, training and/or experience.
- A demonstrated knowledge of and the ability to implement the principles of workplace diversity, a safe working environment and access & equity.

REQUIREMENTS

- Drivers licence
- NSW Police Check and Working with Children Check
- Currently living in Walgett or prepared to move to Walgett
- If you are selected you will be required to undertake a 3 month trial, at the completion of which a 1 year 9 month contract may be offered.
- 3 x Referees including from at least 1 Aboriginal Community Controlled Organisation. At least 1 referee must be an Aboriginal person who has been supervised by you.

DESIRABLE:

- Aboriginal people are strongly encouraged to apply
- Flexibility and sense of humour
- Knowledge of and demonstrated experience using effective small or medium business processes

WAGE & Entitlements

This position attracts a salary package based on Level 8 of the Social, Community, Home Care and Disability Services Industry Award 2010 dependent upon experience.

HOW TO APPLY

Please submit a short application answering the above selection criteria, with your CV and contact details for 3 referees including at least 1 x Aboriginal Community Controlled Organisation and 1 x Aboriginal person who has been supervised by you to the Yuwaya Ngarra-li Partnership Lead, Dharriwaa Elders Group info@dharriwaaeldersgroup.org.au