



# Tennant Creek Women's Refuge

Support, accommodation and protection for women and children

(08) 8962 1940

## INFORMATION PACK

### CHIEF EXECUTIVE OFFICER

JUNE 2021

#### About TCWR

Incorporated in 1989, Tennant Creek Women's Refuge (TCWR) is the only DFV specialised Crisis Accommodation Service in the Barkly region; and is committed to hearing the voices of women and children and providing holistic support that includes trauma-informed accommodation, education, counselling and advocacy to families at risk of or experiencing violence. TCWR works in partnership with community members and organisations to address community identified priorities.

Tennant Creek Women's Refuge is a key service provider in this region. It is currently under Statutory Management and this position is a key role in returning the Refuge to a community based service. The Refuge has recently realigned its services and is well supported. Recent achievements include all staff training in the NT DFV Risk Assessment Management Framework, partnering with prevention experts in successfully applying for a 2021 Safe, Respected and Free from Violence Prevention Grant and addressing referral pathways and stronger partnerships with other regional programs and organisations.

With a staff team of 11 and funding of approximately \$1.3M per year, TCWR currently has stable core 5-year funding to provide the following services:

- Crisis Accommodation, support, referrals, case management and outreach – for any women and their children who are victims of or at risk of domestic or family violence.
- Domestic Violence Counselling Service including Community Education – for any women.
- Critical Intervention Outreach Service – outreach support and case management for Aboriginal Women at risk of DFV and their children.

TCWR's clients are predominantly Aboriginal women and their children (98%) - many of whom have been child clients themselves and or their mothers and grandmothers have been victims of violence. The TCWR workforce is made up of local workers, including local Aboriginal women who can provide support on site or through an outreach approach and have a wealth of local community knowledge and established networks.

TCWR provides comprehensive (wrap around) trauma-informed case management, counselling, support and referrals for our clients to meet their safety and other complex needs. ER Funding is used for clients in crisis and is often required for women and children to meet their basic needs for food and power – some of our most common requests. It is also used for transport (bus tickets) to relocate clients to other towns where they may have more support, help them access hostel accommodation, rehab programs or to establish a safer life away from violent partners and the ongoing threats of violence.

Tennant Creek as a service town for the region is generally well resourced, with a large community based and/or Aboriginal community controlled social service sector covering universal services such as health and education; statutory services such as police, community corrections and child protection; and specialist domestic and family violence services such as refuge, counselling and legal services. A large Aboriginal health corporation runs social and emotional programs; the high school is proactive in the area of DFSV; as well as other large non-profits delivering community and well-being services.

For more information about TCWR, see: [www.tcwr.org.au](http://www.tcwr.org.au)

## **Barkly Region - Current Situation**

A number of initiatives have occurred in Barkly Region which will support change and development processes in the region, including for TCWR.

The Barkly Regional Deal was signed in 2019 - a 10 year \$78.4 million commitment between the Australian Government, the Northern Territory Government and the Barkly Regional Council. The Barkly Regional Deal aims to improve the productivity and liveability of the Barkly region by stimulating economic growth and improving social outcomes, including reducing overcrowding and improving child safety.

In 2019, Territory Families commissioned a detailed review of the domestic, family and sexual violence service system of the Barkly and Big Rivers regions, which was informed by a review of TCWR the previous year. This system review resulted in a number of recommendations, which have begun to be implemented. This includes the establishment of Regional DFSV co-ordination unit and appointment of a Co-ordinator, who is based in Tennant Creek, and will be a key liaison resource for the incoming Chief Executive Officer.

## **About Tennant Creek**

Tennant Creek is the primary service town in the Barkly and is located on the country of the Warumungu people. The town has a population of 3,500 people, and lies on the Stuart Highway 510 kms north of Alice Springs and 670 kms south of Katherine. The Barkly Region, which it serves, is a huge expanse of 240,000 square kms between the tropical 'Top End' and the arid 'Red Centre'. It is roughly the same size as the U.K. or New Zealand, and consists largely of open grass plains with scattered cattle stations, mines and aboriginal communities. Tennant Creek is accessible by road, rail and bus services and scheduled flights from Alice Springs and Darwin.

As it is a regional centre, it is a centre for government services and local business and also has a developing tourist centre to complement its friendly relaxed lifestyle. It is also a regional and resource centre for Aboriginal people, representing a number of distinct language groups living in remote communities across the Barkly. Services in Tennant Creek include shops and a supermarket, accommodation, bars, clubs and restaurants, a regional hospital and schools. Facilities include sporting venues, galleries, a civic hall and library.

With a high Aboriginal population, the town and larger Barkly region is a great location to learn about Aboriginal arts and culture. The region is supported by Nyinkka Nyunyu Arts and Culture Centre which is located on a sacred site of the Warumungu people. Barkly Regional Arts is also located in the town providing local residents with access to a diverse program of festivals, performing and visual arts.

## **The Context - The Barkly**

The Barkly is characterised by a highly mobile population and for many people overcrowded and or stressful accommodation. There has been no new public housing built in 30 years and wait lists are many years long even on priority. Over 60% of the population is Aboriginal and 25% are under the age of 17.

Culturally appropriate prevention and early intervention programs are required to ensure that children have the best chance of meeting their developmental needs at the most critical early years; and are vital to the future health of the community.

Ongoing exposure of children to violence perpetuates the intergenerational cycle of violence and abuse. In the context of the Refuge most child clients have been witness to domestic and family violence and to change the cycle we must have workers who are dedicated, trained and prepared to work intensively with these clients and their family to provide better support and services tailored to their needs.

This work is not easy and requires intensive support to mothers to assist children to overcome the barriers of trauma, very mobile and insecure lifestyles, neglected medical needs, poor diet and hygiene and disengagement with education. On top of this many children may have developmental and behavioural issues caused by exposure to violence, FASD and general lack of bonding and trusting relationships from birth.

For more information see the NT DFSV Workforce Plan <https://territoryfamilies.nt.gov.au/dfv/domestic,-family-and-sexual-violence-workforce-and-sector-development>

## **TCWR Advertising text (May 2021)**

### **Leader text:**

- Leadership opportunity in a ready-for-change DFV organisation in Central Australia
- Package circa \$140,000

### **Chief Executive Officer – Domestic and Family Violence Service Tennant Creek, Barkly Region.**

#### **About the context**

Tennant Creek Women's Refuge is a key service provider in the Barkly region, and is currently under the administration of Territory Families (Northern Territory Government). Recent achievements include stabilising the organisation and improving its financial stability; and securing grant funding to implement violence prevention strategies.

In the Tennant Creek and Barkly region, domestic and family violence services are in the midst of transformative change, supported by the Barkly Regional Deal and informed by recent reviews of the service system for DFV in the region.

#### **About the role**

This role is a great opportunity for an experienced senior manager to develop the capabilities of Tennant Creek Women's Refuge whilst participating in and contributing to significant, well supported sectoral change.

Key aspects of the role will include strategic management of the service to maintain and develop its capabilities; ensuring sound financial management and ongoing viability of the service; establishing collaborative relationships to build organisational capacity; and management, practice support and supervision for a cross-cultural local workforce of around 10.

Alongside this, the successful candidate will work closely with the Regional DFSV Coordinator, Territory Families, the wider DFV sector and other local community agencies and stakeholders to implement collaborative arrangements and other initiatives that will strengthen service delivery to meet the needs of women and their children experiencing all forms of violence in the Barkly Region.

#### **About You**

We are seeking a seasoned senior community services executive with significant experience in the DFV sector. This varied role requires well-developed strategic and operational capability, practical hands-on management skills, and a collaborative approach to establishing partnerships and other arrangements that contribute to organisational and sector change.

You will be skilled in working with a cross-cultural team of local staff to build their abilities and their confidence, while facilitating practice and administrative improvements. You will take a consultative, culturally appropriate approach to bring real value to this role; and great communication skills at all levels will enable your success.

Sound knowledge and understanding of Aboriginal culture, and the dynamics of family and domestic violence for Aboriginal women and their children is critical; and ideally, you will have experience living and working in a remote community.

An appealing salary package is on offer that includes private use of a vehicle and phone, 6 weeks annual leave, rental and relocation assistance and salary sacrifice opportunities.

For more information about TCWR, see: [www.tcwr.org.au](http://www.tcwr.org.au)

*Aboriginal and Torres Strait Islander people are encouraged to apply. Due to the nature of the role, only female applicants are eligible.*

**To apply**, please send your application by email to [kate.horsey@mobct.com.au](mailto:kate.horsey@mobct.com.au) or apply via the relevant jobs site. Your application should include:

- A cover letter highlighting what you can bring to this role (maximum 2 pages)
- Your current CV

*(Note there is no requirement to respond to selection criteria at this stage of the recruiting process.)*

**Applications close: Monday 21 June 2021;** however, we encourage you to express your interest as soon as possible as applications will be reviewed as they are received.

**Enquiries: Kate Horsey Matrix Consulting and Training**

**E-mail: kate.horsey@mobct.com.au**

**Ph: 07 3186 3609**

### **About the Benefits**

**Total value of the package is circa \$140,000, excluding salary sacrifice benefits which are subject to the personal circumstances of the successful candidate.**

- Base salary \$110,531
- 9.5% superannuation
- Six weeks Annual Leave
- Reasonable relocation costs (to be agreed)
- Salary Sacrificing is available for this position
- Reasonable personal use of work vehicle and work phone
- Rental assistance to be negotiated subject to the needs of the successful candidate (i.e. single / couple or with family). A one-bedroom furnished apartment is available for singles/ couples; for a family, accommodation options will be discussed.

The successful candidate will also benefit from an extensive and supportive professional and sector network in the NT.

# Tennant Creek Women's Refuge

## Chief Executive Officer

<b>Position title</b>	Chief Executive Officer
<b>Work location</b>	Tennant Creek, Northern Territory
<b>Pay Guide</b>	Base salary above award – approx. \$110,531 Total package approx \$140,000 including rental assistance and relocation (excluding salary sacrifice)
<b>Last reviewed</b>	May 2021

### Overview of the Tennant Creek Women's Refuge Inc.

The Tennant Creek Women's Refuge (TCWR) is a not-for-profit, specialist non-government organisation committed to assisting and enabling women and children experiencing domestic and family violence in Tennant Creek and the Barkly to be safe, recover and thrive.

The Tennant Creek Women's Refuge was incorporated on 26 April 1989 and continues to provide the necessary services and supports 365 days of the year, 24 hours a day to meet its vision: that all women and children in the Barkly Region live free from domestic and family violence and its consequences.

Our Vision: A safe community with strong families living free from violence.

Our Mission: The Tennant Creek Women's Refuge is committed to hearing the voices of women and children and providing holistic supports that include safe accommodation, risk assessment and management, education, counselling and advocacy to women and their children at risk of or experiencing violence.

Our Values: People, Performance, Principles, Passion. The service comprises 24/7 crisis-accommodation, outreach services and counselling and community education. <https://tcwr.org.au/>

### The Role

The Northern Territory Government is looking for an experienced and strategic leader, who will be able to strengthen the Tennant Creek Women's Refuge and Outreach Service to provide quality safety services to women and their children across the Barkly Region.

The Chief Executive Officer will lead the day-to-day operations of the TCWR in accordance with its mission, vision and values, and in accordance with the TCWR Strategic Plan 2019-2023 and the Northern Territory's Domestic, Family and Sexual Violence Reduction Framework 2018-2028. The Chief Executive Officer will focus on embedding policies and practices that support the service to meet its contractual agreements.

See <https://territoryfamilies.nt.gov.au/dfv>  
<https://tcwr.org.au/wp-content/uploads/2019/11/TCWR-Strategic-Plan-A5-final-compressed.pdf>

### Key Responsibilities:

#### Strategy and Leadership

- Provide strong, clear strategic leadership to the organisation, including sensitive change management, practice improvement and development of service delivery.

## Tennant Creek Women's Refuge Chief Executive Officer

- Demonstrate strong sector leadership, service collaboration and strategic relationships in the region for positive outcomes for women and their children.
- Work with the Northern Territory Government to implement the Risk Assessment Management Framework and Common Risk Assessment Tool and regional strategies to support an integrated approach across the Barkly region.
- Work closely with the Barkly Domestic, Family and Sexual Violence Regional Coordinator based in the Department of the Chief Minister and Cabinet in Tennant Creek; and other services across the region.

### Operations

- Strategic oversight of all aspects of program and service delivery in accordance with agreed performance indicators and contract requirements. Overseeing the delivery of a client-led, trauma-informed and evidence-based practice within a culturally safe, fair and confident workplace.
- Driving continuous improvements in operations and service delivery practices, systems and processes through ongoing feedback and evaluation mechanisms.
- Work according to the TCWR's Work Health and Safety policy, taking reasonable care for your own health and safety as well as the health and safety of others who may be affected by your acts and omissions in the workplace.

### People

- Lead, motivate and support staff to advance employee engagement and development.
- Strategic recruitment and workforce development, including supporting the development of staff skills and capabilities so that they can fulfil their current and/or future assigned responsibilities.
- Demonstrating strong culturally safe practices, including reinforcement of cultural recognition in service delivery.

### Financial and Compliance

- Strategic oversight of the financial management and reporting of the organisation; maintaining strong financial performance and cost effective and sustainable use of the organisation's resources.
- Funding and grant management, including compliance reporting to meet funding agreement objectives; and maintaining positive and strategic relationships with funding entities and allied sponsors.
- Foster and promote good governance and ethical practices including legislative and contractual compliance.
- Within a quality management framework implement policies, procedures, practices and protocols including risk assessment and management, code of conduct, fraud prevention, due diligence and conflict of interest.

The role will be working closely with the Barkly Domestic, Family and Sexual Violence Regional Coordinator based in the Department of the Chief Minister and Cabinet in Tennant Creek and other services across the region.

### Key Selection Criteria

1. Demonstrated experience as a Chief Executive Officer, Manager or Executive of a similar organisation, and /or in a statutory community service role; with a strong preference for experience in the DFV sector.
2. Experience in orchestrating and leading change and innovative solutions through an advocacy lens, working co-operatively with sector, advisory and governing bodies
3. Experience within a complex community service environment, ideally including working in a remote location
4. Well-developed operational knowledge of service and program delivery of residential accommodation, therapeutic and trauma informed services and a sound understanding of the dynamics/issues of domestic and family violence, in particular with regard to Aboriginal women, their children, kinship relationships and familial obligations.
5. Demonstrated hands on experience leading and developing a cross-cultural workforce
6. Experience and capability in financial management including grant management and compliance reporting.
7. Sound strategic, conceptual and analytical skills, a high level written and oral communication skills, and computer literacy with a good working knowledge of the Microsoft suite.

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8. Tertiary qualifications in a human and or social science degree such as Bachelor of Social Work/Social Sciences/Psychology or Community Services are expected; and Business Management qualifications would be well regarded.

### **Other**

Shortlisted candidates will be requested to provide contact information for 3 professional referees, at least one of which must be a current or immediate past direct manager.

Some travel will be required, including working off-site from time to time.

All staff are required to:

- hold or be prepared to obtain
  - o a valid Driver's Licence
  - o a current Working with Children Check
  - o a First Aid and/or CPR Certificate or the preparedness to gain one; and
- undergo a Police Clearance Check
- adhere to the organisation's Code of Conduct.