

Position: Team Leader

NPYWC Program: Child and Family Wellbeing Service

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

Location: Alice Springs based with travel to the NPY region

Base Salary: \$87,197.89 – \$94,177.70 per annum (negotiable based on experience) with additional benefits.

What we do:

We are an Anangu-led organisation, governed by women's law, authority and culture. We deliver health, social and cultural services for all Anangu.

Our Values:

We believe in the strength of Anangu people, culture, and the collective agency of women. We are dedicated to delivering more and better choices for our communities. We are committed to Malparara way – a cross cultural practice framework specific to NPYWC that respects the contribution Anangu and non-Indigenous people, working alongside each other, bring to the organisation

We are a trauma-informed organisation and this guides our work.

Your Team:

The Child and Family Wellbeing Service is made up of three programs; Child Nutrition, Intensive Family Support and Child Advocacy.

The program's vision is for Anangu families to remain healthy and positive about the future. To live in strong and independent communities where there is increased socioeconomic equality, children are in school and adults are meaningfully engaged.

These are communities where people are proud of their cultural identity, celebrate its rich and dynamic nature and raise happy, healthy children.

Your Role:

You will supervise a team of Case Managers and Child Advocacy Officers working across a number of communities in the NPY region.

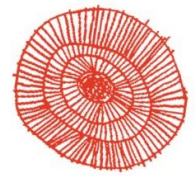
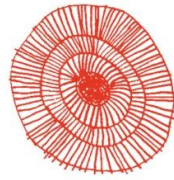
You will lead a team in developing and delivering services that are strength based and trauma informed, and that best meet the needs of vulnerable families living in the NPY region.

This role will also work closely with Anangu communities, NPYWC directors, members and client families.

In addition, the position will work with a wide range of internal and external service providers to engage and support communities in a range of programs.

Your Responsibilities:

- Provide leadership that promotes dedication and accountability to our members, through a commitment to NPYWC guiding principles.



- Provide supervision and support to Walytjapiti Case Managers and Child Advocacy Officers including:
 - Case planning support, reviews and guidance
 - The development of professional development plans and access to ongoing training for staff
 - Building vicarious trauma awareness in staff including self-care and the management of risk
 - Support to work and / or live in a remote community
 - At times out of hours' phone support to remote staff or those travelling
- Assist with the orientation and mentoring of new staff, including the introduction to NPYWC database and Walytjapiti assessment tools.
- Participate as a senior member of the CFWS Team regarding program development: including planning, gap analysis and program design, development and implementation, and advocacy.
- Assess referrals, liaise with referring bodies and allocate families to Family Support Workers.
- Support staff to establish partnerships and networks with related services and programs to better address the needs of children and their families.
- Work together with program staff to source, develop and produce culturally appropriate and innovative resource material to raise the awareness of strong parenting for children.
- Represent NPYWC at relevant forums or meetings as required.
- Ensure accurate data collection from your team, and submit report documentation at allocated times as per program funding requirements.
- Contribute to other reports such as for Directors Meetings, AGM's, conferences, external bodies etc. as required.
- Provide advocacy support when necessary for families as well as the greater NPYWC organisation with regards to gaps in services for vulnerable families and the provision of culturally appropriate support, education, resources and services.

Skills and Experience:

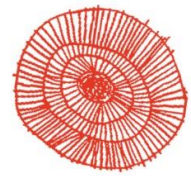
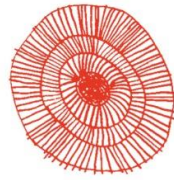
- An understanding of the issues that affect the health and wellbeing of Aboriginal people in remote communities, particularly in relation to vulnerable families and children.
- Knowledge of Child Protection legislation.
- Community development frameworks.
- Family support work and / or case management, including case note documentation.

Qualifications:

- Bachelor of Social Work or other tertiary qualification in a human service related field and / or significant and extensive experience in child and family support work including the support and supervision of staff.

Remuneration:

- NPYWC Base Salary: \$87,19789 – \$94,177.70

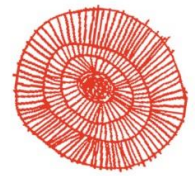
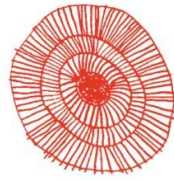


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| <ul style="list-style-type: none"> ▪ Supervision of staff; use of reflective practice; and an understanding of vicarious trauma including staff self-care. ▪ Working in a cross cultural environment. ▪ Excellent interpersonal skills including team playing, conflict resolution, negotiation, written and verbal communication skills. ▪ Logistical skills which include excellent organisation and planning skills, to manage staff who are working across a vast area in remote locations. ▪ Ability to work with minimal supervision. | <ul style="list-style-type: none"> ▪ 10% Superannuation ▪ Generous Leave Entitlements ▪ Salary Packaging Benefits ▪ Retention Bonus |
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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 most remote based and travelling staff to have a current Australian 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 Gemma Harvey, Child and Family Wellbeing Services Manager on 08 8958 2366 visit <https://www.npywc.org.au/jobs/> for more information about the role and what it's like to work for us.

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