



## Position Description

---

<b>Position Title:</b>	<b>Social and Emotional Wellbeing Counsellor – Female identified</b>
Location:	Alice Springs with travel to outstations and on country learning sites - this may include work on evenings and weekends, including cultural and learning camps (usually 1 – 5 nights)
Reports to:	Head of Family Health and Wellbeing
Key Internal liaison:	CEO, Children's Ground; Director, Central Australia Region; Learning and Wellbeing; Community Development and Wellbeing; Director, Research and Evaluation; Director, People and Culture; Workforce Development Coordinator; Children's Ground staff
Tenure:	.08 FTE (30.4 Hours) 2-year fixed term contract, (a further contract may be offered subject to funding and performance)
Classification:	SCHCADS Modern Award, Level 6-7 (depending on qualifications, skills and experience)

---

### Background

Children's Ground is working to create a different future for children, families and communities in Alice Springs. Children's Ground listens to Arrernte families and communities, and they are involved in how we design and deliver all Children's Ground activities.

Together, Children's Ground is creating a program that is strong for learning, development and wellbeing for all Aboriginal people. Children and their families want to work and learn and grow a strong community that celebrates culture, respects both Aboriginal and western ways and all the good things in Aboriginal life.

Children's Ground has ten principles that guide us all in how we do all our work:

1. Start early with the little ones
2. Stay with them and grow with them until they are big
3. Work with everyone
4. Use and celebrate people's ability and strength
5. Connect everything – health, learning, family and life
6. Always think about old ways and new ways of doing things
7. Expect and deliver the best
8. Child, family and community led
9. Whole of community, in community
10. Culturally safe

Children's Ground is Australian designed with First Nations people. It is a whole of community, whole of life approach. Children's Ground works 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 respond 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 are about creating a different future for children, families and communities experiencing the greatest levels of disadvantage and inequity in Australia. Our first priority has been walking with and supporting First Nations communities.

We are currently working in Alice Springs across 4 communities: Mpweringke Anapipe, Irrkerlantye, Uyenpere Atwatye and Yarrenyty Arltere, in a grass roots approach to deliver our Learning, Health, Community Development, Enterprise Development and Wellbeing platforms. Arrernte elders and educators work in their respective communities and are part of the Children's Ground Advisory group. We are also undertaking our Walk, Talk and Act community engagement phase with Amengkwerne community.

We have a Children's Ground hub in a central location in Alice Springs. This hub houses our office, an early years space, a community meeting space, kitchen and outdoor learning area. We deliver weekly Early Years activities 'on country' as well as at our Hub premises for each of our 4 communities.

---

## Position Summary

### Women's Leadership and Development Program

This position is part of Children's Ground's funding for Women's Leadership and Development. The development of a local workforce is a key reform area of the Children's Ground Approach, targeting long-term unemployment to engage people's skills and talents in a flexible environment that values their capacities and knowledge.

First Nations families and cultural leaders report many barriers to employment in Western-style workplaces. The community-led approach of Children's Ground provides a culturally safe place to enter the workforce with sufficient support to make the transition into a regular working life possible for many people. This program will support employment opportunities and address the challenges in maintaining employment for First Nations women who live with violence and other vulnerabilities. Program goals include access to employment, on-the-job training, mentoring, financial literacy and supporting the social and emotional wellbeing of the women at risk.

Activities will focus on women who are current and potential employees who live in extreme hardship in and around Alice Springs. Many experience profound intergenerational trauma, economic poverty, family violence and are long-term un/under employed. The position will work with women across a wide range of issues including grief and loss, trauma, crisis resolution, advocacy for family violence issues, coping mechanisms and associated issues relating to violence, substance abuse, suicidal behaviours, family and health issues, stress and depression.

Under the direction of the Head of Family Health and Wellbeing and working alongside the Women's Workforce Development Coordinator, this position will be a member of a multi-disciplinary team that delivers the Children's Ground Family Health and Wellbeing Framework to improve the health and wellbeing outcomes for the community.

## KEY RESPONSIBILITIES

### 1. Children's Ground Family Health Model

- a. Under the Head of Health and Wellbeing deliver the Children's Ground Family Health and Wellbeing Framework – Health in the Hands of the People, to improve the health and wellbeing outcomes for the communities we work with.
- b. With the community, develop, assess and monitor social and emotional wellbeing needs and strengths, and manage and implement responses to create improved wellbeing outcomes for First Nations women across the region.

- c. Ensure wellbeing information and services are accessible in first languages and support local cultural knowledge, life and lore.
- d. Work with the areas of Learning and Wellbeing and Community Development and Wellbeing to support the integration of social and emotional wellbeing into daily learning and development initiatives across CG.
- e. Support the delivery of social and emotional wellbeing across the region, supporting all First Nations women that includes:
  - i. A range of trauma informed therapeutic interventions including group work, individual based counselling and family therapy.
  - ii. A social and emotional wellbeing environment in Children's Ground that promotes First Nations wellbeing practices and knowledge.
  - iii. Supporting a workforce development plan or pathway for relevant women, including a training plan.
  - iv. Support and implement opportunities for building leadership capacities of women.
  - v. A critical incident response strategy with the Children's Ground team and partner organisations in the region.
  - vi. Contribution to a Children's Ground Wellbeing strategy for the social and emotional wellbeing of staff.

## **2. Local Community Agency and respect for local cultural knowledge and life**

- a) Meet regularly with local people and elders to discuss local aspirations, to inform directions and responsibilities.
- b) Liaise with local people in relation to activities to ensure that our operations do not undermine and actively promote local cultural knowledge and practice.
- c) Encourage and support all families, valuing their ideas, strategies and aspirations.
- d) Work in partnership with Akeyulerre to deliver First Cultural health and wellbeing.

## **3. Program Design, Standards and Implementation**

- a) With the Family Health and Wellbeing team, support an outreach to service the region, to provide access to current and potential female employees.
- b) Provide advice and recommendations to Children's Ground regarding development, implementation and program guidelines and design.
- c) With the Learning and Family health teams, support the development of Child Learning and Wellbeing Plans as well as individualised and family-based wellbeing plans and strategies to support the emotional wellbeing of children, young people and adults where relevant.
- d) Timetables, visitations, team responsibilities, roles and practice.
- e) Develop and share leading practice, referring to national and international practice and research.
- f) Participate in regular professional supervision, team meetings and team planning sessions.

## **4. Operational systems and standards**

- a) Ensure documentation policies, procedures, systems and standards are in place with clear compliance to meet the needs of CG and the security of information for consumers.
- b) Ensure review and monitoring of standards on a regular basis.
- c) Ensure all activities are delivered with quality and integrity.
- d) Ensure risk management policies and systems for the functions are up to date.

- e) Operate within the requirements of Children’s Ground philosophies, policies and procedures as well as regulatory requirements.

**5. Staffing**

- a) Work with Human Resources management regarding staff training, development, performance reviews, recruitment etc.
- b) Provide mentoring and guidance to staff to develop professional, trusting and respectful relationships with people in the region.

**6. Information and data systems, monitoring and reporting**

- a) Ensure user data and information is being recorded to meet the monitoring and evaluation needs of the Family Health and Wellbeing team.
- b) Train and support staff to document and record data
- c) Undertake assessments and relevant research in consultation with the Director, Central Australia Region and the Director of Research and Evaluation.
- d) Oversee development and management of a library of resources from within and outside of community including videos, books, papers, etc.
- e) Maintain confidential, organised and up-to-date files relating to people
- f) Prepare reports as requested.

**7. Relationships**

- a) Develop and maintain relationships with key partners including local organisation
- b) Maintain strong joint working relationship across Children’s Ground operations
- c) Represent Children’s Ground in key meetings as requested.

**8. Contribute to Children’s Ground**

- a) Be a positive, innovative and active member of the Children’s Ground Central Australia Region team.
  - b) Contribute to strategic planning, organisational development, management work plans & policy formation.
  - c) Support a strong, connected, respectful and supportive organisation.
  - d) Participate in professional development programs offered by Children’s Ground.
  - e) Participate in Arrernte language classes and practice its use in interactions with First Nations people, with a view to developing at least basic level of language competence.
  - f) Undertake other tasks as requested to support the delivery of Children’s Ground Central Australia Region.
- 

**Additional Duties**

The Social and Emotional Wellbeing Counsellor shall:

- a) Maintain safe working conditions and practices in line with Occupational Health and Safety policies;
- b) observe and carry out all lawful directions in relation to the performance of the duties and functions under this Contract;
- c) disclose any financial or other interest relating to the business of Children’s Ground which conflicts or may conflict with the discharge of the duties or functions of the office and comply with any reasonable direction given by the Employer in respect of that interest; and

- d) devote the whole of their professional effort to their employment and not hold any position or take on any activities, which may in any way be seen to conflict with the duties or functions under this Contract unless approved by Children’s Ground Ltd.

---

### Location and Hours of Work

This is a full time position and will be based at the CG central hub and is often out in our communities or surrounding areas working with our communities.

---

### Work Health and Safety

This role will require working regularly in varied conditions, sitting, standing and moving around in outdoor settings, including getting in and out of motor vehicles and remote location work.

---

### Key Selection Criteria

#### Essential

- Relevant tertiary education
- Minimum 5 years’ experience and demonstrated success working in a position that promotes social and emotional health and wellbeing
- Experience working with families experiencing or who have experienced family violence
- Experience working with First Nations communities and an understanding of the effects of colonisation, disempowerment and intergenerational trauma
- Knowledge and experience of trauma informed practice
- Strong relationship, networking and communication skills - both verbal and written
- Strong people management skills and a collaborative worker – team work, facilitation, supervision, liaison
- Current Drivers Licence, OCHRE card and National Police Clearance.

#### Desirable

The following attributes are desirable but not essential:

- Experience working in a start-up environment
- Demonstrated knowledge, skills, and experience in an NGO or community development organisation.

#### Personal Attributes

- Self-starter who thrives in an environment that is ambiguous and complex and thinks systemically
- Creates and embraces a culturally diverse workforce
- Passionate about social justice
- Highly collaborative
- Innovative and thinks adaptively about problem resolution
- Focus on achieving excellence.