

Social and Emotional Wellbeing Worker

SALTBUSH AT A GLANCE

Saltbush Social Enterprises (**Saltbush**) is a not-for-profit NT organisation that was developed in response to the critical need for grassroots opportunities that create prosperity parity for marginalised Territorians.

To learn more, visit www.saltbushnt.org.au

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| Job Role | Social and Emotional Wellbeing Worker |
| Saltbush Division | Indigenous Skills and Employment Program |
| Location | Darwin |
| Employment Type | Fulltime Fixed-Term |
| Reports to | Employment Services Program Manager |
| Hours of Work | Normal business hours, with occasional additional hours as required to meet business needs, including some out-of-hours flexibility when necessary |
| Travel | Travel to regional locations where Saltbush operates may be required and will be planned in advance with mutual agreement |
| Compliance Requirements | National Police Clearance, NT Working with Children (OCHRE) Card, NT Drivers Licence, First Aid and relevant Tertiary qualification & current registration with a relevant professional body. |

PRIMARY PURPOSE OF POSITION

The Social and Emotional Wellbeing Worker plays a critical role in empowering participants by providing culturally safe, trauma-informed support. This position involves working directly with individuals to develop personalised support plans, conduct needs assessments, and coordinate access to specialist services.

Through early intervention and meaningful engagement, the role contributes to building resilience, fostering self-determination, and supporting long-term wellbeing outcomes for participants.

A key responsibility of this role is to strengthen partnerships with service providers, ensuring a holistic and sustainable support framework.

KEY DUTIES & RESPONSIBILITIES

To ensure success in your role as a Social and Emotional Wellbeing Worker, you will:

Participant Support & Relationship Building

- Establish and maintain trusting, long-term relationships with participants, ensuring a safe and supportive environment.
- Conduct comprehensive, strengths-based needs assessments to identify challenges and develop personalised, culturally appropriate support plans.
- Deliver targeted early intervention strategies that build resilience, improve emotional well-being and promote self-sufficiency.
- Provide specialist trauma-informed counselling and crisis intervention tailored to the unique needs of Aboriginal individuals and communities.

Case Management & Coordination

With therapeutic guidance and support from the Wellbeing team:

- Facilitate effective case coordination, ensuring seamless integration of support services, including mental health, substance abuse, housing and employment services. Strengthen collaborative networks by engaging with external service providers, community organisations, and cultural leaders to enhance service accessibility and effectiveness.
- Develop and implement participant engagement strategies that improve program retention, participation and overall success.

Compliance, Reporting & Ethical Standards

- Maintain accurate, detailed case records and reports, documenting progress, challenges and measurable outcomes while upholding confidentiality and compliance requirements.
- Uphold ethical and legal standards, ensuring all interventions and interactions are culturally respectful, trauma-informed and aligned with best practices.
- Document and share de-identified success stories and program insights to inform stakeholders and improve service delivery.

Training & Capacity Building

- provide mentorship and training to mentors and trainers, equipping them with the tools and knowledge necessary for successful participant engagement.

ESSENTIAL SELECTION CRITERIA

- Tertiary qualification in Psychology, Social Work, Occupational Therapy, or Counselling, with current registration from a recognised professional body. A commitment to ongoing professional development is highly regarded.
- Demonstrated experience in trauma-informed counselling with Aboriginal adults.
- Strong understanding of Aboriginal and Torres Strait Islander cultures, including knowledge of historical and contemporary issues affecting Indigenous communities. Ability to provide culturally safe and responsive support.
- Proven ability to manage complex cases with a culturally appropriate and trauma-informed approach.
- Excellent written and verbal communication skills, with the ability to engage diverse stakeholders, including participants, families, community leaders and service providers. Strong advocacy skills to support participants in accessing essential services.
- Demonstrated ability to respond effectively to challenging situations, exercise sound judgment, and work under pressure in a dynamic environment. Highly organised, self-motivated and capable of working both independently and collaboratively as part of a multi-disciplinary team.

HIGHLY DESIRABLE CRITERIA

- Experience in the not-for-profit sector, particularly within Social Services or Employment Sector.
- Experience working with families, youth or communities impacted by intergenerational trauma.
- Additional training in mental health, alcohol and drug support, suicide prevention or domestic and family violence intervention.
- Prior experience working in remote or regional communities is highly desirable.