

Position title:	Aboriginal Community Engagement Worker	Reporting to:	Team Leader Community Engagement
Program:	headspace Darwin	Location:	Casuarina & Palmerston
Approved:	Clinical Operations Manager	Date:	JULY 2025
Comments:	This position is an Aboriginal Designated position		

Organisation Statement

Anglicare NT is a registered charity and quality accredited provider of human services across urban, regional, and remote Northern Territory. We demonstrate our values through strength-based, culturally safe, trauma informed and inclusive practices. Child safety, social justice, community development and partnership approaches drive our work. We commit to being an employer of choice and we monitor our impact, respect lived experience and advocate to meet the needs of Territorians and our diverse communities. Our focus is to make a sustainable difference through place-based initiatives, collaboration, innovation, and the Partnership Support Service.

What we do

We provide services across the lifespan including: early childhood, child youth and family supports; aged care packages, community access, outreach, home support and volunteer visitors; NDIS support coordination and personal supports; community housing, transitional accommodation, tenancy support and homelessness responses; financial counselling, money management, gambling amelioration, micro finance and emergency relief; prison chaplaincy, post release accommodation and support; counselling, mediation and parenting education; refugee and migrant support; mental health initiatives, headspace centres, recovery and community awareness activities.

Purpose of the Position

You will work in a professional and collaborative manner to incorporate participation of Aboriginal and Torres Strait Islander young people and their families in a meaningful and effective way into the ongoing operation of headspace Darwin and headspace Palmerston. The role will strengthen processes and support Aboriginal youth participation and engagement across headspace services. The position seeks to reduce stigma and identify and address barriers that may impact on young, Aboriginal and/or Torres Strait young people's engagement to access mental health care. The Aboriginal Community Engagement Worker will coordinate and deliver community engagement activities and events in a culturally safe and appropriate way. Activities that will raise awareness of youth mental health issues, headspace services and the importance of early intervention, that promote mental health within an early intervention framework, as well as providing information about accessing services

Selection Criteria

Position Specific Requirements

1. This is an Aboriginal and/or Torres Strait Islander designated role.
2. The minimum qualification required is a Certificate IV qualification or 1 years' experience in Youth Work, Mental Health, Population Health or Community Services. If you do not currently have a qualification you must be willing to undertake relevant studies
3. Prior experience or at a minimum demonstrated commitment to working respectfully with Indigenous and culturally and linguistically diverse young people, communities, staff and Aboriginal Controlled Organisations
4. Demonstrated experience delivering training and presentations to a range of participants including young people and service providers
5. Well-developed knowledge of youth engagement strategies and experience working with Aboriginal youth, including early intervention in youth mental health in a youth service setting
6. Developed planning, time management, organisational, communication and interpersonal skills (written and verbal) with the ability to communicate with a range of stakeholders and work well within a multidisciplinary team
7. Ability to maintain comprehensive and professional data collation systems and information to be included in reporting requirements for funding bodies

General Criteria

1. Demonstrated commitment to work respectfully and inclusively with Aboriginal and Torres Strait Islander and culturally and linguistically diverse people.

2. Demonstrated understanding of the issues that impact Aboriginal and Torres Strait Islander people.
3. Demonstrated ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander people.
4. Demonstrated adherence to legislation, policies and procedures and a commitment to EEO, WHS, risk management and quality improvement practices.
5. Northern Territory Working with Children Clearance (Ochre Card).
6. National Police Criminal History Report (less than three months old) with acceptable outcome.
7. Ability to meet additional visa / overseas work compliance measures.
8. Northern Territory Driver's Licence.
9. Demonstrated currency of job specific vaccinations (and boosters).
10. First Aid Certificate (or willingness to obtain within agreed timeframe)

Key Responsibilities

1. Stakeholder Engagement

- Facilitate and coordinate the youth participation component of headspace services and resource the Youth Ambassador Group to ensure it is a well-functioning and diverse group that is providing feedback to the service and participating in activities that support mental health and wellbeing of young people in the community
- Engagement of all relevant internal and external stakeholders, to improve collaboration to ensure young people and community needs, specifically Aboriginal people, are considered in the development and implementation of community engagement.
- Liaise, engage, and consult with local stakeholders including schools, community organisations, service providers, Aboriginal community-controlled organisations and sporting groups. ▪ Develop strong partnerships with Aboriginal Controlled Organisations that expands the range of support and access to services for young Aboriginal people and their families
- Promote the importance of both ways learning and support staff to work in a culturally safe and appropriate manner
- Support the service to be highly accessible to young Aboriginal and Torres Strait Islander people. This may include, but is not limited to, identifying professional development opportunities, engaging in cultural consultations, and assisting with the facilitation of yarning circles.
- Implement strategies to improve inclusive practices and safety for all staff working with Aboriginal, LGBTIQA+ and culturally and linguistically diverse young people
- Liaise with internal Anglicare NT, headspace, and headspace National staff

2. Mental Health Literacy and Youth Engagement

- Develop, maintain and strengthen relationships with young people to provide information about the services delivered at headspace and educate young people on the importance of mental health early intervention. Work closely with other organisations to improve the mental health and wellbeing of young people, specifically young Aboriginal people, in the greater Darwin region
- Maintain and utilise social media tools as a way of engaging with young people to provide information about mental health, resources and upcoming activities. This includes the websites, Facebook page and Instagram accounts for headspace Darwin and headspace Palmerston
- Create media content and resources that are specifically targeted to Aboriginal young people and their families.
- Through community engagement activities increase community understanding of indicators of emergent mental health issues in young people and promote help seeking behaviours in young people.
- Assist with the delivery of cultural healing groups for young Aboriginal and Torres Strait Islander people accessing services at headspace services.
- Develop and deliver age, developmentally and culturally appropriate activities that enhance the mental health and resilience of Aboriginal young people in the local community in collaboration with headspace staff and other providers.
- Support clinicians to work flexibly to respond to the needs of Aboriginal young people and their families.
- Track all activities and contribute to the performance reporting as required

General Requirements

- Comply with Federal, NT and Local Government legislation, regulations, permits and / or by laws.

- Adhere to delegations, code of conduct, policies, procedures and general conditions of employment.
- Work within contract, program / project parameters and scope of practice.
- Comply with program guidelines, work plans, budget, data and reporting requirements.
- Comply with WHS requirements – remain vigilant and contribute to a safe working environment and maintain pandemic related and job specific mandated vaccinations (and boosters).
- Embrace organisational values, work cooperatively and help sustain a respectful workplace.
- Support and mentor work colleagues by sharing your skills, knowledge and strengths.
- Help implement our Reconciliation Action Plan and build an inclusive and culturally competent workforce.
- Maintain confidential client, staff and organisational information in line with requirements.
- Keep up to date with workplace communications, staff meeting records and the intranet.
- Contribute to planning, evaluation and continuous quality improvement activities.
- Participate in supervision, performance reviews and undertake approved training.
- Maintain attendance, payroll and leave records in accordance with procedures.

Delegation of Authority

As per Board approved Delegation of Authority Schedule and aligned position classification (noting content will updated from time to time).

This position has no direct reports.