POSITION DESCRIPTION

Position Title:	Social and Emotional Wellbeing Counsellor
Location:	Alice Springs
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; Children's Ground staff
Key external liaison:	Service organisations in Central Australia
Tenure:	Full time 38 hours per week, 1 year contract, (a further contract will be offered subject to funding and performance)

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 9 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

Children's Ground is Australian designed with First Nations peoples. 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 Nation's communities.

We are currently working in Alice Springs, across 3 communities: Mpweringke Anapipe, Irrkerlantye, and Yarrenyty Arltere, in a grass roots approach to deliver our Learning and Wellbeing platform. We are also working in Ewyenper Atwatye Town Camp where we are delivering the community engagement phase of our model. Each area has Arrernte elders and educators who work in their respective communities and are part of the Childrens Ground Advisory group.

We have a Children's Ground hub in a central location in Alice Springs. This hub houses our office, an early year's 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 3 communities.

Position Summary

Under the direction of the Head of Family Health and Wellbeing, 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.

This will include the recognition and support of local cultural knowledge systems and practices, and the agency of consumers. The team will develop and implement family health plans with individuals and families, and create and deliver responses to population health needs with the local community. The team will work collaboratively with internal and with external partners.

The position will work with children, young people, adults and elders across a wide range of issue 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.

In addition, we know that the history of colonisation in Australia continues to have an on-going devastating impact on Indigenous families and communities. Genocide, dispossession, segregation, assimilation and loss of land rights are part of the context for all Indigenous Australians.

This position will be responsible for creating a strengths based therapeutic counselling framework and service that will work across the Children's Ground Learning and Health and Wellbeing platforms.

The target group for the service are First Nations children, young people, adults and elders.

KEY RESPONSIBILITIES

1. **Children's Ground Family Health Model**
    a) Under the direction of Director, Central Australia Region, deliver the Children's Ground Family Health and Wellbeing Framework 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 people across the region
    c) Ensure that the Family Health and Wellbeing team is accessible to all First Nations people in the communities where we work.
    d) Ensure wellbeing information and services are accessible in first language and support local cultural knowledge, life and lore.
    e) 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
    f) Support the delivery of social and emotional wellbeing across the region, supporting all First Nations children aged 0-8 and their families 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. A critical incident response strategy with the Children's Ground team and partner organisations in the region.
        iv. 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 the 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 all families
    b) Work with the learning team to ensure all children have a comprehensive learning and wellbeing plan that includes their social and emotional wellbeing needs and development support

c) Provide advice and recommendations to Children's Ground regarding development, implementation and program guidelines and design

d) With the learning and family health teams, develop 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.

e) Timetable visitations, team responsibilities, roles and practice

f) Develop and share leading practice, referring to national and international practice and research

g) Participate in regular professional supervision, team meetings and team planning session

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 the 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 in accordance with the Act or 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 WORKED

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 & SAFETY

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

KEY SELECTION CRITERIA

The key selection criteria for the position of Social and Emotional Wellbeing Counsellor are:

- 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 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 ATTRIBUTES

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