Candidate Information

Mentor
High School Program

November 2019
The Opportunity

- Are you passionate about supporting Aboriginal and Torres Strait Islander high school students to achieve their potential?
- Do you want support students to build strong cultural connections to support them in their educational journey?

At Aurora, our goal is for every Indigenous student to access the right educational opportunities so they realise their academic potential. For some, that’s completing Year 12 and for others, that’s a PhD from Harvard. We’re aiming to shift the paradigm about what is possible for Aboriginal and Torres Strait Islander Australians; starting with students in Year 8 with our High School Program, all the way through to post-graduate studies at international universities with our scholarships program. Our programs are long-term, independently evaluated and outcome driven. We don’t see ourselves as a ‘quick fix’ to these complex issues and the results show that our programs work – investing in potential to inspire excellence and transform lives.

The High School Program supports Aboriginal and Torres Strait Islander students throughout their high school journey, providing opportunities to realise their potential at high school, university and beyond through ongoing academic support. Support is also provided to schools, families and communities.

One of the ways we support young people to strengthen their cultural identity and build their academic abilities is through our academic enrichment camps (3 per year). At these camps, Elders, Mentors and Program staff provide activities grounded in Aboriginal ways of knowing and learning to guide and support young people to develop academic and leadership skills.

Our Elders and Mentors are critical to the success of the program and help to develop students’ confidence, increase their resilience and raise their expectations about what they can achieve during their high school years and beyond. The Program is long term, as we work with students from Year 8 through to their first year out of school.

Mentors play a pivotal role in providing cultural support for our students and contributing to the rewarding experience that our camps provide. As a Mentor, you will attend our residential camps in the April, July and October school holidays. Your role will be to act as the first point of contact with students, assist with facilitating student learning, act as a role model and have general oversight of the students and their well-being.

You will receive ongoing training and support, beginning with an initial induction and training program. Our dedicated Mentor Engagement Officer will continue to support you and will identify opportunities for development and progression.
Interested?

If you are interested in joining the team as a Mentor in 2020 and beyond, please send your expression of interest which needs to include:

1. A document (max 2 pages) OR a video (max 5 minutes) outlining how you meet Role Requirements outlined on page 5
2. Your resume
3. Contact details for 2 referees.

Send your expression of interest to:
Scott Wilson
Mentor Engagement Officer
scott.wilson@aurorafoundation.com.au

Want to know more?
Contact Scott on 0476 419 157

Closing Date
27 November 2019

Interviews
Please be available in during the week of 2 December 2019 via Skype or in person for us to meet you.
Role Statement

Position Purpose
As Mentor, your role will be to assist and occasionally lead a range of activities related to developing students’ confidence, increasing their resilience and raising their expectations by drawing on your own experience in high school to act as a positive role model for students.

Key Duties
- Participate in professional mentor training that includes content on child protection, professional conduct, and confidentiality.
- Be a perceptive, responsive and responsible contact person for 4-6 students allocated to you during camp weeks and during workshop days (you will not be required to mentor students outside of these days). This includes ensuring students attend meals on time and take part in activities.
- Participate in all activities during rostered hours and support students’ learning on camp, mostly through facilitating discussions and groupwork during sessions, under guidance of Aurora staff, Elders and guest speakers.
- Use a high level of interpersonal and communication skills to work with Aboriginal or Torres Strait Islander students, Elders and other stakeholders.
- Use your pastoral skills, approachability and a ‘no judgement-mindset’ to establish mutually respectful relationships with students and remain calm when your authority is tested.

Child Safety
- Look after student wellbeing, safety and health during camp weeks, including keeping track of their medication needs where necessary
- Maintain confidentiality around data and information relating to the children and young people participating in our programs.
- Provide a welcoming and safe environment for children and young people.
- Provide adequate care and supervision of children and young people in your charge.
- Maintain positive and safe interactions with children and young people.
- Act as a positive role model for children and young people.
- Report any suspicions, concerns, allegations or disclosures of alleged abuse to the relevant manager or coordinator.

Organisational Participation
- Share observations with Aurora staff and Elders and respond to their requests, particularly as they pertain to your mentees.
- Work collaboratively with team members to contribute broadly to the achievement of Aurora objectives.
- Participate in camp planning initiatives, such as conference calls, trainings, pre-camp meetings, and post-camp evaluations.
- Undertake other responsibilities and duties within the scope of this role, as directed.
Role Requirements

- To be Aboriginal or Torres Strait Islander is a genuine occupational requirement of this role under Section 14 of the Anti-Discrimination Act 1977 (NSW) or under Clause 50 of the Equal Opportunity Act 1984 (WA).
- A demonstrated understanding of Aboriginal and Torres Strait Islander cultures, organisations, histories, and the strengths and issues facing Indigenous people in Australia meeting their aspirations.
- Availability to attend compulsory training in Perth in January 2020.
- Ability to commit for up to 30 days (including overnight stays) per academic year*.
- High level interpersonal and communication skills and the ability to work and engage with Aboriginal and/or Torres Strait Islander students, Elders and other stakeholders.
- A willingness to work as part of a team to achieve Program outcomes.
- Progression towards a vocational qualification or a degree qualification (this is not required but desirable).
- Willingness to obtain a Working With Children Check and National Criminal record Check.

*Commitment includes:

1. Attending the induction and training program in Perth in January 2020
2. Spending one day on preparation prior to each camp
3. Attending three week-long camps in your area (Perth, Bunbury or Sydney)
4. 2 or 3 of extra activity days.

Our organisation is committed to child safety. We have zero tolerance of child abuse. Our robust human resources, recruitment and vetting practices are strictly adhered to during the application and interviewing process. Applicants should be aware that we carry out working with children, police records and reference checks (as we see fit) to ensure that we are recruiting the right people.
About The High School Program

- Launched in 2011, The High School Program (HSP) enhances educational engagement and improves academic outcomes for Aboriginal and Torres Strait Islander high school students. The Program takes students from Year 8 and works with them to support their aspirations through to the end of their first year out of high school.

- Our academic enrichment program involves academic camps during school holidays, tutoring and ongoing mentoring and support for its students. Our programs currently operate in Perth, South West Region in Western Australia and Western Sydney, with head office in Alexandria, Sydney. The Program is a long-term, intensive program and provides:
  - 200 hours of support each year for 6 years to each student
  - 20 days of camps each year
  - Individual academic support (tutoring, academic resources and equipment)
  - Pastoral care and post-school transition support
  - Connections with high-achieving Indigenous university students and graduates.

- Our impact so far is:
  - Our students have three times the national Indigenous rate in ATAR attainment
  - Our students have twice the national Indigenous university enrolment rate
  - 100% of our students said that the Program raised their academic expectations; and
  - 100% were more confident of reach their future goals.

- An independent evaluation of the Program by Nous Group concluded that it is unique. In the Australian context, its uniqueness lies in that fact that the Program:
  - Provides a combination of academic focused, culturally responsive activities that includes social and practical supports to strengthen academic and career aspirations, overcome socioeconomic barriers and respond to discrimination
  - Delivers supports to students in their schools, with a particular focus on public schools, rather than requiring them to transition into private schools
  - Is offered to students early (in Year 8)
  - Provides intensive support throughout high school (consistent with international best practice).

- As a parent it was a great feeling to see how invested all the program teachers and staff were in my son’s education. After 12 months with the program he has become a very proud young Aboriginal man and I’d like to thank you all again for the difference you’re making in his and our lives.

  Parent

- I honestly don’t think all of the staff know how truly grateful we are for everything you do for us. The experiences we have, the people we meet and the places we go open up a whole new and incredible world. You help us believe that, when it comes to our future, anything is possible.

  Student
About Aurora

Aurora supports Indigenous students to realise their full academic potential – whether it is completing Year 12 or a PhD from Harvard. We walk with students throughout their entire academic journey – from high school right through to university, to postgraduate studies and on to the workforce.

OUR VISION
A future where there is no education gap and where the next generation of Aboriginal and Torres Strait Islander Australians achieve equitable participation at the highest level – in academia, the professions, in boardrooms and across government.

OUR ASPIRATION
Through our interconnected programs, we aim to engage with over 50,000 Aboriginal and Torres Strait Islander people across Australia over the next 5 years. Our role is to inspire every Aboriginal and Torres Strait Islander student in their education journey, connect them with educational opportunities that enable them to realise their potential, and guide them in this journey.

Supported by Aurora, students and scholars are achieving unparalleled outcomes that transform lives. We will continue to shift the conversation to one of proud and talented Indigenous students with limitless potential. In order to achieve systemic change, we are committed to an authentic and trusted approach, evidence-based decision making, and a long term focus.

Learn more about us:

https://vimeo.com/367141762
Working With Us

Our five key reasons to join our team are:

You’ll make a difference
Be part of our positive change to create a society where Aboriginal & Torres Strait Islander people have the same educational opportunities as all Australians. We know that our programs have a systemic impact.

You’ll learn
We are constantly striving for excellence, looking at the latest research and punching above our weight. This means we are all learning and growing.

We stand out
Our programs have been described by independent evaluators as unique and our results incredible. We have the courage to look at issues from alternative perspectives and tackle them differently.

We’re dynamic
We work hard yet our work environment is relaxed, friendly and supportive. We are all here for the same reason and work together to achieve outcomes for our stakeholders. We all enjoy our regular staff development meetings, celebrations of key events and our Wednesday updates.

We live our values
Our work is guided by our values: respect allows to collaborate meaningfully and authentically which leads us to be accountable for what we do which in turn enables us to make an impact.
Our Values

Respect
- We respect Aboriginal and Torres Strait Islander people as the custodians of the land on which we work.
- We treat each other and our stakeholders with dignity and respect at all times.
- We develop culturally safe spaces and foster awareness and acceptance of culture, identity and beliefs.

Collaboration
- We welcome feedback and adapt our practices and approaches when needed.
- We understand that success can’t be achieved in isolation.
- We participate equally and cooperatively in partnerships with community and stakeholders.
- We share information, knowledge and skills across the organisation.

Accountability
- We deliver what we commit to.
- We pursue excellence in everything we do.
- We take responsibility for our actions.
- We are responsive and transparent in the way we work.

Impact
- We aim to have a positive impact.
- We innovate to achieve results.
- We look to effect change in perceptions, outcomes and opportunities.
- We believe in empowering ourselves and others to realise our full potential.