

Position: Malparara-Malparara Project Officer

NPYWC Program: Domestic and Family Violence Service

Employment Details: Full time (or part-time 0.8 by negotiation), until 30 June 2027

Location: Alice Springs based with some travel to the NPY region

Base Salary: \$91,284.41 – \$102,296.31 p.a. (negotiable based on experience) plus benefits

What we do:

We are an Anangu-led organisation, governed by women's law, authority and culture. We deliver health, social and cultural services for all Anangu.

Our Values:

We believe in the strength of Anangu people, culture, and the collective agency of women. We are dedicated to delivering more and better choices for our communities. We are committed to Malparara way – a cross cultural practice framework specific to NPYWC that respects the contribution Anangu and non-Indigenous people, working alongside each other.

We are a trauma-informed organisation and this guides our work.

Your Team:

'Atunypa Wiru Minyma Uwankaraku' Service works from a 'holistic and relational' standpoint, and is structured so that caseworkers are supported to develop relationships in the communities in which they work using a community development approach. We recognise that this is our key tool for individual and community engagement. 'Casework' is thus very broad in its scope and ranges from working with individuals in crisis and short-medium term follow-up (including supporting clients through the legal system), to working with women and their families in recovery and with longer term goals, through to a variety of community-level and other group activities driven by community members.

Caseworkers are supported by the Community Programs Team (CPT), which is made up of project workers who have specialist skills in Anangu culture and language, community development, legal advocacy and education and narrative therapy. The Malparara-Malparara project sits within this team.

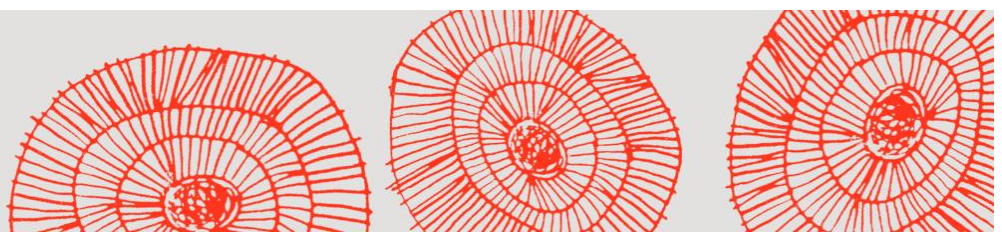
The Malparara-Malparara project is a group of Anangu women who have come together to

Your Role:

As a project officer of the Malparara-Malparara project, you will collaboratively plan and facilitate regular workshops with other project staff, the ASW and Anangu participants, and support these participants to use learnings from the workshops to engage in primary prevention and healing work in remote community locations.

Guided by the NPYWC *Ngapartji-Ngapartji Working and Learning Together Workforce and Capability Framework*, you will support Anangu employment within the DFVS through the collaborative delivery of Anangu led, remote based violence prevention and healing activities, including On Country picnics and overnight camps. You will be required to travel to remote locations as a part of this work.

You will also support Malparara-Malparara group participants to feed their reflections back to the broader DFVS to help guide the practice of the service, and you will contribute to the facilitation of the ongoing evaluation of the project using a developmental evaluation approach.

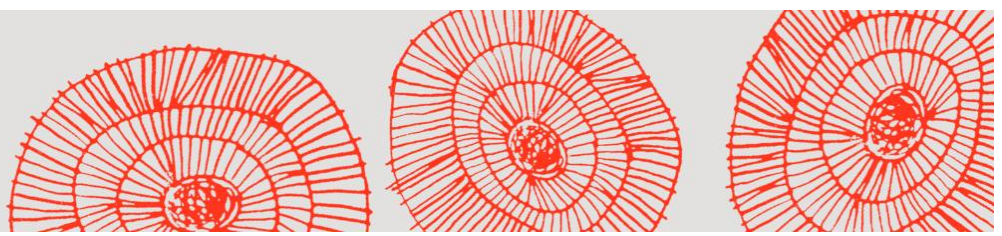


create culturally safe ways of engaging in healing and violence prevention work, with an emerging focus on engaging with young women. Supporting the work of the Malparara-Malparara project are two project officers, the community programs team leader and an Anangu Support Worker (ASW) who provides cultural guidance to the Malparara-Malparara project workers and DFVS staff more broadly.

You will work collaboratively within the Malparara-Malparara team, and report directly to the Community Programs Team Leader.

Your Responsibilities:

- Follow the guiding principles of the project.
- Work in line with the *Strengthening Community Capacity To End Violence (SCCTEV) Framework*, the practice framework used by the DFVS. The Practice Framework can be found on our website: <https://www.npywc.org.au/publications/>
- Work alongside the Anangu Support Worker and Malparara-Malparara participants using NPY Women's Council 'malparara way' *Ngapartji-Ngapartji Working and Learning Together Workforce and Capability Framework* of collaborative work. The framework can be found on our website: <https://www.npywc.org.au/wp-content/uploads/Workforce-Development-and-Capability-Framework-Part-1-1.pdf>
- Engage Anangu women to participate in the project, build relationships and maintain contact with them between project activities.
- Facilitate workshops using a decentred, community development approach and use trauma-informed practice to promote women's safety during their participation.
- Plan workshop content in line with the interests and learning needs of the group.
- Organise logistics of workshops and remote camps including venue, travel, accommodation, etc.
- Support participants to engage in primary prevention and early intervention work based on the ideas that emerge from workshops – e.g. the creation of resources and the facilitation of camps and On Country activities to engage with young women.
- Work collaboratively with NPYWC services and external stakeholders to deliver primary prevention, early intervention activities guided by the Malparara-Malparara group.
- Support Malparara-Malparara participants to communicate the learnings and ideas that emerge from the workshops back to the broader DFVS, especially caseworkers and intake & assessment workers, to support the continued improvement of culturally safe practice within the team.
- Work alongside an evaluation mentor to synthesise and document the learning of the project using a developmental evaluation approach.
- Attend and contribute to regular DFVS meetings and team reflective practice sessions.
- Record activity data using the DFVS data base.



- Use positive and respectful communication to contribute to team harmony and a healthy and happy workplace culture.

Skills and Experience

- Experience in project coordination and ability to work independently;
- Demonstrated knowledge of community development and its application in a remote Aboriginal context;
- Demonstrated understanding of strengths-based and trauma-informed practice frameworks;
- Highly developed cross-cultural communication skills and a demonstrated knowledge of culturally safe practice;
- Highly developed organisational and time management skills, and the ability to be flexible and change plans at short notice;
- Ability to work as part of a cross-cultural, collaborative team in a non-hierarchical setting;
- Experience working with women who have experienced domestic violence;
- Experience in facilitating groups in a therapeutic or educational setting;
- Demonstrated capacity to engage in self-care and vicarious trauma management.

Desirable:

- Experience working with Indigenous women in a remote community setting;
- Experience in report writing and conducting monitoring and evaluation activities.

Qualifications:

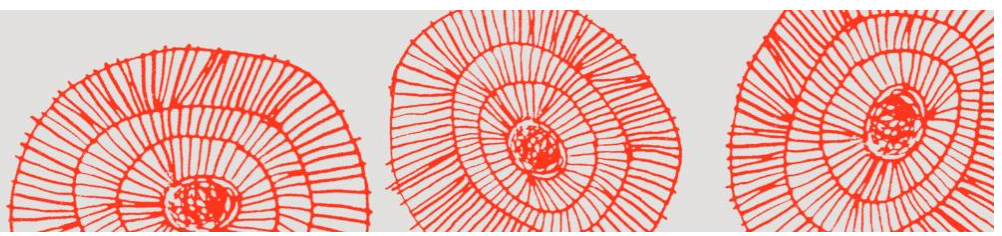
- Relevant tertiary qualifications in areas of Project Management, Community Development, Social Work and / or experience in group work and facilitation.

Remuneration:

- Base salary \$91,284.41 – \$102,296.31
- 12 % Superannuation
- Generous leave entitlements
- Salary Packaging benefits
- Retention bonus

Employment Conditions:

- Work in a manner consistent with NPYWC Values, Code of Conduct, Rules and advocacy positions.
- Follow and work within NPYWC policies and procedures.
- Be responsible and accountable for your own and others health, safety and wellbeing.
- If applicable, the employee will provide the highest standards of service to clients at all levels by modelling service excellence that meets the needs of clients and enhances the profile of NPYWC.



- Some positions will require working in remote communities for extended periods and out of hours' work requiring overnight absences.
- Remote positions include accommodation. Usually this is stand-alone accommodation, however from time to time, based on accommodation and service delivery demands, this situation may change and staff may be required to co-share a NPYWC leased or owned property.
- Every employee is required to have (or willing to obtain) a current and valid criminal history check, and if applicable, a Working with Children Check.
- We require some remote based and travelling staff to have a current Australian driver's licence.
- We require some remote based and travelling staff to be able to operate a manual 4WD vehicle or have a willingness to undertake training.
- All employees are required to have a First Aid certificate or have a willingness to undertake First Aid training.
- All employees are required to meet the relevant State and Territory mandatory vaccination requirements.
- A good level of health and fitness that matches the requirements of the role is required. If necessary NPYWC may require an employee to undergo a pre-employment medical assessment.

We are committed to building a respectful and inclusive workplace, appointing the best person for the role and supporting diversity.

All information will be held in the strictest of confidence.

To find out more about this position, please contact Heather Smith, Manager (08 8958 2345). You can also visit <https://www.npywc.org.au/jobs/> for more information about the role and what it's like to work for us.

ACKNOWLEDGEMENT FOR RECEIPT OF POSITION DESCRIPTION

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Employee Name (Please Print)

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Employee Signature

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Date