

Position: Kulintja Palyaringkunyjtaku (KP) Project Officer

NPYWC Program: Youth Service

Employment Details: Full Time (38 hours per week), one year contract

Location: Alice Springs (with frequent travel to remote communities in the NPY Lands)

Base Salary: \$91,248.41- \$102,296.31 p.a. (based on experience) plus superannuation

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, bring to the organisation

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

Your Team:

The NPY Women's Council (NPYWC) Youth Program works with children and young people aged 10-25 and their families. Our service model consists of the following: case management, leadership and education, youth diversion and recreation, and advocacy and collaboration.

The main activities of the NPYWC Youth Program are to:

- Work with young people and their communities to provide enjoyable, educational recreation activities;
- Provide case management support to young people and their families using a family orientated client centred framework;
- Advocate for better resourcing and support where there are gaps in services and programs for young people, advocate for social change;

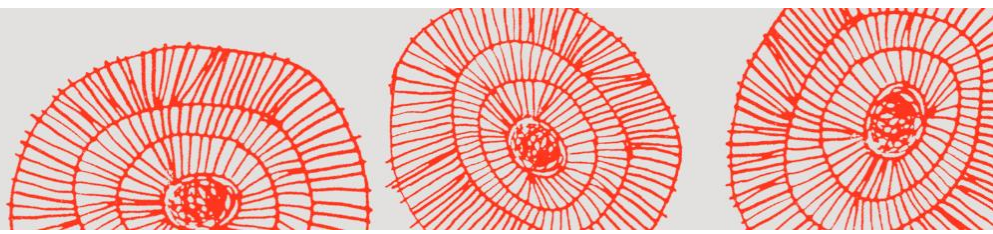
Your Role:

The focus of the Kulintja Palyaringkunyjtaku (KP) Project Officer is to support NPYWC youth workers and local support workers to deliver activities for young people aged 10 – 25 and their families, across the NPY region, with a focus on understanding and responding to topics such as mental health, wellbeing, healthy relationships, substance use and other key topics identified by Anangu communities.

This project is funded through PHN until June 30 2026.

Elements that the KP Project Officer relies on to ensure the project is successful include:

- A grounding in Anangu culture – key community members and senior Anangu to co-facilitate the discussions with young people;
- Malparara way of working – working with and taking direction from community members,



- Develop specialised projects to meet the needs of young people across the NPY region;
- Support and resource local staff to deliver the programs.

supporting Anangu to be in control of the teaching.

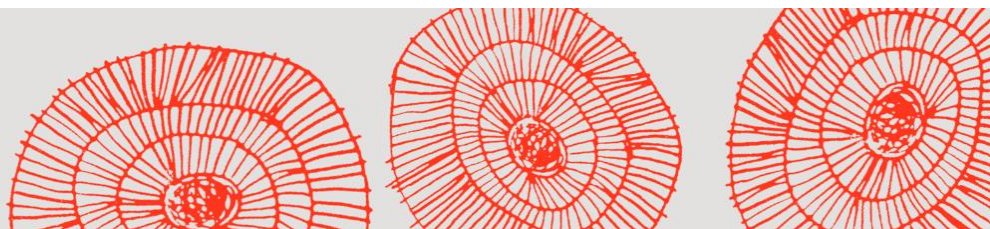
This role will be based in Alice Springs with frequent travel to remote communities within the NPY lands.

Your Responsibilities:

- Develop and deliver upskilling and training workshops on mental health and wellbeing to build capacity within youth workers, families and the community to learn to support young people.
- Facilitate and support camps, activities and bush trips in a culturally appropriate way led by Anangu community members, with the goal of creating safe spaces, connecting young people to culture and to address topics such as healthy relationships, substance use, mental health, and other locally relevant issues.
- Frequent outreach to the 13 communities the Youth Program services, to deliver workshops or activities to increase the Youth Program and communities' capacity to support young people.
- Utilise a community development framework that is led by Anangu / Yarnangu in all stages of the planning, design, delivery and evaluation of activities; consultation and collaboration with senior community members, Ngangkari and cultural leaders to respond to issues affecting young people in the region.
- Use Malparara way of working – Malparara means 'a person together with a friend or a companion'. In the context of NPYWC programs, malparara means two employees working together on a program, one of whom is Anangu and the other, who is the partner employee, employed for his / her specific professional skills.
- Support and work together with NPYWC youth workers, Anangu community members & other service providers to deliver early intervention, preventative and therapeutic responses for young people engaged in, or at risk of, violent relationships, substance abuse, mental health issues and other associated harms. This includes provision of direct training and/or sourcing external training to build staff skills and capacity where needed.
- Develop and source locally relevant, culturally appropriate resources related to healthy relationships, substance use, mental health, and other issues – to support delivery of the KP Project in the NPY region.
- Monitoring, data collection, reporting and advocacy of issues and trends relating to drug and alcohol use, mental health and violence in relationships in the NPY region.
- Work closely with internal and external service providers to offer a holistic and coordinated approach to service delivery.
- Regular, ongoing monitoring, evaluation and reporting on the performance of the program and activities to funding bodies, NPY Board of Directors, AGM's and other relevant forums.

Skills and Experience:

Qualifications:

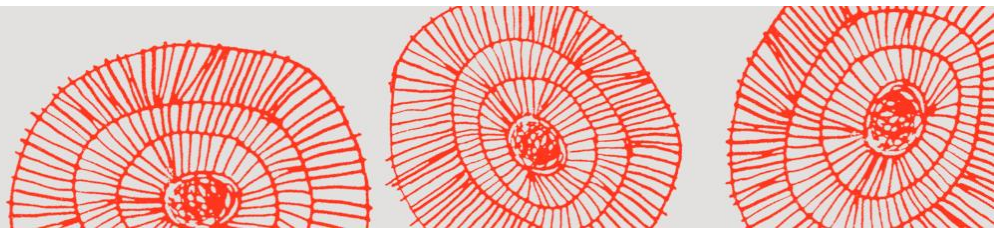


- Experience in youth work or related work is preferred. Remote youth work experience will be ideal.
- An understanding of the issues that affect Aboriginal people in remote communities, particularly Aboriginal youth.
- Ability to work in a cross-cultural environment, including working in partnership with Anangu communities, Anangu staff and taking direction from Anangu Management. Ability to facilitate a safe space for young people and key community members to gather for the purpose of intergenerational teaching and transmission of cultural knowledge.
- Demonstrated ability to develop good working relationships across a range of sectors and in a variety of settings.
- Good written and verbal communication skills across diverse groups, from Anangu communities, staff and management to government and other non-government agencies. Experience working in linguistically diverse settings is ideal
- Ability to work co-operatively in a team and with minimal supervision including being able to plan and use time effectively.
- High level planning and organisational skills; experience tracking and recording information and program data. Experience in monitoring, evaluation and reporting is preferred.
- Experience with project planning, coordination and implementation.
- Good computer skills.

A relevant tertiary qualification in Youth Work, mental health, Social Work, Community Development or related human services – or significant relevant experience.

Remuneration:

- Base Salary: \$91,248.41- \$102,296.31 per year
- 12 % Superannuation
- 5 weeks' annual leave with 17.5% leave loading
- 3 weeks' personal leave per annum
- Generous additional leave entitlements
- 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.
- 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 Katherine Nelson, Projects Team Leader on 0427 829 402 or 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