

**Position:** Team Leader

**NPYWC Program:** Youth Team

**Employment Details:** Full time, Fixed term for 1 year.

**Location:** Alice Springs with travel to the NPY Lands

**Base Salary:** \$100,070.52 - \$108,080.72 per annum (negotiable based on experience) with additional 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, bring to the organisation

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

## Your Team:

The NPY Women's Council Youth Service 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 as well as 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.

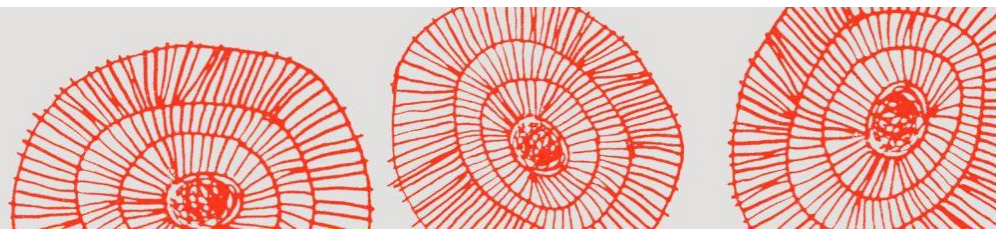
## Your Role:

The Team Leader is responsible for overseeing 4 remote community Youth Programs with support of the Program Manager and Assistant Manager.

This role will be responsible for providing direct supervision to 5 Youth Development officers working in these communities along with the Anangu support workers.

The role requires you to lead your state/regions Youth Program staff to work with Anangu communities in developing, implementing and reviewing programs and strategies to address the recreational, social and emotional needs of youth on communities. You will also be responsible for supervising case management of the staff in the state/region with the support of the practice supervisor.

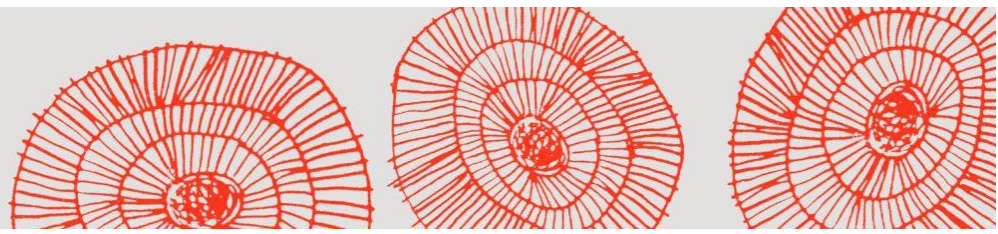
There are three Team Leaders in the Youth team, to cover the tristate region NPY Women's Council works within.



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

## **Your Responsibilities:**

- Provide effective and efficient coordination of youth programs including advocacy, case management, education, recreation and related social services.
- Ensure that the program in your state meet the required Outcomes, KPI's and Outputs.
- Provide Youth Development Officers, Anangu Support Workers and Project Officers in your state with the direct support, supervision and development they require to be effective in their roles.
- Provide leadership to the Youth Program that promotes dedication and accountability to our members, through a commitment to the NPYWC guiding principles.
- Provide guidance and support to special projects in the team such as KP, School holiday program, Boarding school and young women's law and culture.
- Participate as a senior member of the team regarding team development: planning, gap analysis and program design, development and implementation, budget management, advocacy, funding submission and reporting.
- Be responsible for submitting funding performance reports, ensuring accurate data collection from your team, contribute to other reports such as for Directors Meetings, AGM's, conferences, external bodies etc. as required.
- Identify service gaps and where appropriate, advocate internally and externally for a response to address these service gaps.
- Assist the Program Manager and Assistant Manager to manage multiple budgets that cross over with other operational services delivered by the team.
- Facilitate and review annual community action plans for each community where you have oversight of the full time youth program.
- Follow and manage the after-hours response policy and procedures for staff in your team as reasonably required.



## Skills and Experience:

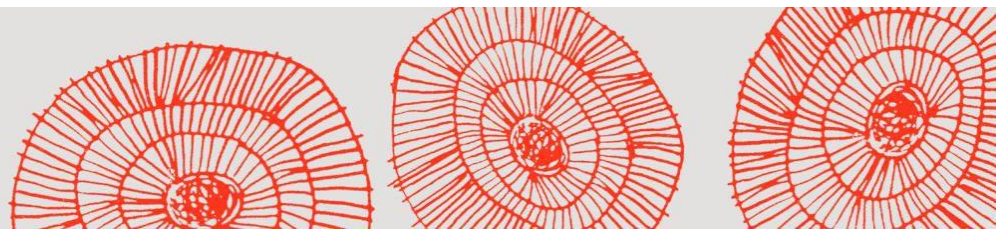
- Demonstrated experience and knowledge of supervising and mentoring of staff, ideally with youth.
- Demonstrated experience/track record of achieving outcomes/success in a variety of contexts.
- Experience and knowledge of how to work with young people, preferably having worked in youth work setting.
- Experience in working within a community development framework.
- Demonstrated ability to develop good working relationships across a range of sectors and in a variety of settings.
- An understanding of the issues that affect Aboriginal people in remote communities.
- Ability to work in a cross-cultural environment with clients, members, and staff from various backgrounds, including working in partnership with Anangu and taking direction from Anangu Management.
- Good written and verbal communication skills across diverse groups, from Anangu communities, staff and management to government and other non-government agencies.
- Ability to work co-operatively in a team and also with minimal supervision including being able to plan and use time effectively.
- Willingness to travel to remote communities for extended periods of time.
- Experience in the development and implementation of projects and policy.
- Understanding of vicarious trauma and worker self-care.
- A high level of resilience in order to meet the demands of a complex remote work setting

## Qualifications:

- Qualifications and / or extensive experience in people management preferably in a remote, youth work, casework, community development, related human services setting.

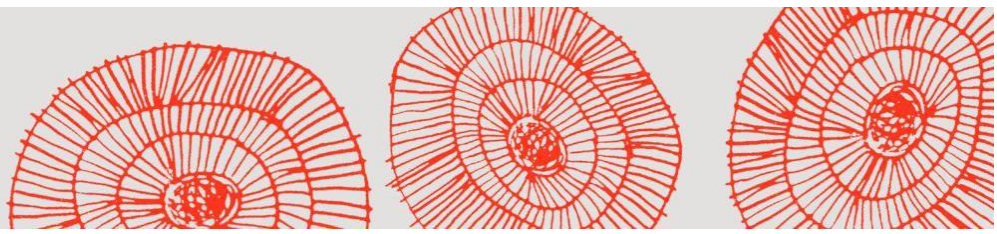
## Remuneration:

- Base Salary: \$100,070.52 - \$108,080.72 (negotiable based on experience) per year
- Plus 11.5 % 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 most remote based and travelling staff to have a current Australian driver's licence.
- A current First Aid certificate or a willingness to undertake training.
- Experience in operating a manual 4WD vehicle or a willingness to undertake training.
- A good level of health and fitness that matches the requirements of the role. If so required by NPYWC you may be required 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 Johannes Scheiber -Youth Team Manager on 0419 931 590 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**

Employee Name (Please Print)

Employee Signature

Date