

<b>Position:</b> Team Leader
<b>NPYWC Program:</b> Child and Family Wellbeing Service
<b>Employment Details:</b> Permanent, Full Time, 38 hours per week
<b>Location:</b> Alice Springs based with travel to the NPY Region
<b>Base Salary:</b> \$96,453.51 – \$104,174.19 p.a. (negotiable based on experience) with additional benefits
<b>Benefits:</b> Generous Leave Entitlements; free access to Employee Assistance program, further salary packaging benefits and more
<b>Total Remuneration:</b> \$114,628.39 - \$131,098.35per annum (including superannuation, retention bonus, salary packaging 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:

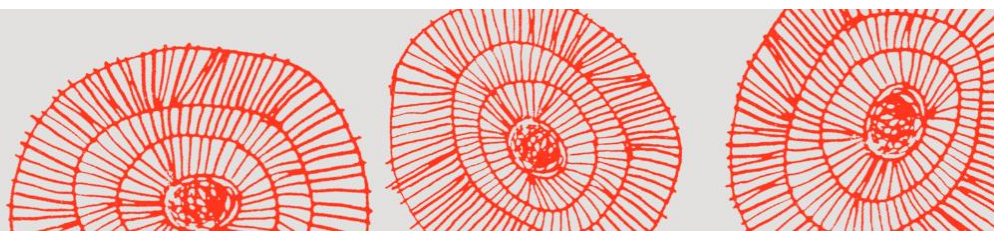
The Child and Family Wellbeing Service covers a number of program areas that include therapeutic targeted family support for children and their families at risk of child protection intervention; Child Nutrition & Development services focussed on addressing growth faltering in children aged 0-5 and advocacy and kinship services for Anangu who have an interface with the child protection services across the tri-state region.

This role is to lead programs relating to child advocacy and kinship services across the NPY Region. The Team Leader will support Child Advocacy Officers, Kinship Case Managers and Support Workers to effectively deliver the program in a number of remote communities across the NPY region.

## Your Role:

You will supervise a team of Case Managers who are supporting kinship care placements in the APY lands and Child Advocacy Officers who are supporting parents and families who have had their children removed by CP to have a fair and just process which includes advocating for ATSICPP to be upheld & access & reunification to be achieved. You will lead the team to develop and deliver services that are strength based and trauma informed, and that best meet the needs of Anangu families living in the NPY region.

This role will also work closely with Anangu communities, NPYWC Directors, members and client families. In addition, the position will work with a wide range of internal and external service providers and stakeholders and include report writing, submissions & advocacy activities.



The position reports to the Child & Family Wellbeing Services Manager.

## Your Responsibilities:

- Provide supervision and day to day support to Case Managers and Child Advocacy Officers including:
  - Case planning support, reviews and guidance - The development of professional development plans and access to ongoing training for staff
  - Building vicarious trauma awareness in staff including self-care and the management of risk
  - Support staff to work and / or live in a remote community
- Assist with the orientation and mentoring of new staff, including the introduction to NPYWC case management database and tools;
- Participate as a senior member of the CFWS Team regarding program development: including planning, gap analysis and program design, development and implementation, and advocacy;
- Assess referrals, liaise with referring bodies and allocate families to team members.
- Support staff to establish partnerships and networks with related services and programs to better address the needs of children and their families;
- Work together with program staff to source, develop and produce culturally appropriate and innovative resource materials relevant to the program;
- Represent NPYWC at relevant forums or meetings as required;
- Ensure accurate data collection from your team, and submit report documentation at allocated times as per program funding requirements;
- Contribute to other reports such as for Directors Meetings, AGM's, conferences, external bodies etc. as required;
- Research & inform advocacy, policy, Inquiries and submissions including contributing to NPYWC advocacy initiatives in particular the cross-border child protection advocacy;
- Provide advocacy support when necessary for families as well as the greater NPYWC organisation with regards to gaps in services for families and the provision of culturally appropriate support, education, resources and services;
- Follow and manage the after-hours policy and procedures for your staff as required and;
- Other duties as directed.

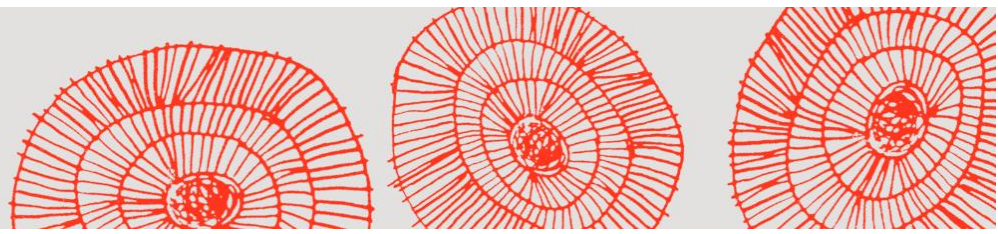
## Skills and Experience:

- An understanding of the issues that affect the health and wellbeing of Aboriginal people in remote communities, particularly in relation to why families and children would be coming into contact with the CP System
- Knowledge of Child Protection legislation.
- Community development frameworks.

## Qualifications:

Bachelor of Social Work or other tertiary qualification in a human service related field and / or significant and extensive experience in child and family support work including the support and supervision of staff

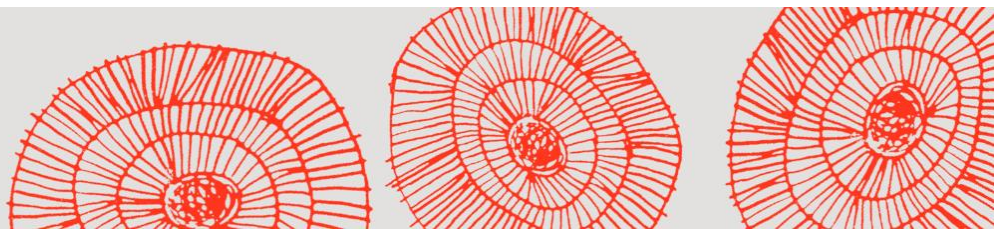
## Remuneration:



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| <ul style="list-style-type: none"> <li>▪ Family support work and / or case management, including case note documentation</li> <li>▪ Supervision of staff; use of reflective practice; and an understanding of vicarious trauma including staff self-care.</li> <li>▪ Working in a cross cultural environment.</li> <li>▪ Excellent interpersonal skills including written and verbal.</li> <li>▪ Logistical skills which include excellent organisation and planning skills, to manage staff who are working across a vast area in remote locations.</li> <li>▪ Ability to work with minimal supervision.</li> </ul> | <ul style="list-style-type: none"> <li>▪ NPYWC base salary \$\$96,453.51 – \$104,174.19 per annum (based on experience)</li> <li>▪ Plus 11 % Superannuation</li> <li>▪ Total Remuneration: \$114,628.39 - \$131,098.35per annum (including superannuation, retention bonus, salary packaging benefits)</li> <li>▪ Generous Leave Entitlements</li> <li>▪ Salary Packaging Benefits</li> <li>▪ Annual Retention Bonus</li> </ul> |
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## 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 Gemma Harvey, Manager CFWS on 08 89582366 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