



Position Description

F1000DA Peer Researcher/Life Coach

Location: 1a Badger Creek Rd, Healesville

Reports to: HICSA Program Manager

Healesville Indigenous Community Services Association Inc

BACKGROUND

The Healesville Indigenous Community Services Association Inc (HICSA) was established in 2009. Its purpose is to establish and operate a base from which an integrated program of health, wellbeing, education and employment services for the Aboriginal community is delivered within a cultural framework of respect, caring and sharing.

The Healesville region of the Yarra Ranges is a stronghold of Aboriginal history and culture, which pervades its beautiful hills, lush valleys and bushland. However, the recent history of Aboriginal settlement in the area is not so positive. The fate of Coranderrk Reserve, and the history of government treatment of its people, left a legacy that is still felt today.

The Indigenous population of Healesville and the surrounding area is about 2,500 people, many of whom are from distinct Indigenous language and cultural population groups from across Australia. The number is expected to increase to over 5,000 by 2021 (*Profile of Indigenous Representation in Eastern Metro Melbourne, Department of Justice, 2009*). Such a broad representation of different Aboriginal nationalities, aided by the legacy of Coranderrk, has created a great diversity among the local Indigenous population.

Whilst Healesville already has a number of Aboriginal facilities, they serve different purposes and are not integrated. Above all, the local Indigenous community lacks a place that they can call their own.

The establishment of the Healesville Indigenous 'Belonging' Place is the key project of Healesville Indigenous Community Services Association Inc.

The following vision was developed by local Indigenous people and service providers through a series of community forums in 2004 and 2007:

"To establish a welcoming and culturally affirming place in Healesville that provides a central point of contact for community members, both Indigenous and non-Indigenous, for information, services and programs that are focused on building a healthy, strong and skilled community".

The primary need has been identified as being for Indigenous youth, but not to the exclusion of elders. In fact, a facility that brings together the knowledge and guidance of elders with the vitality of youth is an ideal combination.

FIRST 1000 DAYS PROJECT

The Yarra Ranges First 1000 Days project focuses on the time from preconception of a baby until a child's second birthday. During this time a family directed plan is enacted in partnership with a comprehensive range of local agencies. The early life services coordinate support that includes evidence generative strategies and complementary time specific interventions that facilitate entrepreneurship.

A Regional Governance Group established to oversee the implementation of the project, uses a collective impact approach to reorientate deficit laden programmatic responses. The reorientated services harness the collective efforts of people, agencies and businesses to meet the aspirations that families have for their children.

The First 1000 Days program shifts and adapts according to the culture and aspirations of families. A local peer is to be employed to engage and seek families input into a household survey. The survey captures family aspirations and sets program activities, the data from all the surveys become the baseline and are used to track impact and outcomes over time. The data collected during the surveys is to contribute to the evidence base for the F1000DA movement, held by Melbourne University.

POSITION SUMMARY/OBJECTIVES

Work with Aboriginal and Torres Strait Islander Elders, researchers, Community members, frontline workers and policy makers to provide a coordinated, comprehensive, holistic and culturally informed intervention to engage Aboriginal and Torres Strait Islander families/individuals to address their needs through a multigenerational and dynamic expression of family.

The F1000DA Peer Researcher/Life Coach role will work with the F1000DA Project Coordinator to gather survey responses from 20 Community households who fall anywhere between preconception birthing age through to having a child up to 2 years of age.

The F1000DA Peer Researcher/Life Coach role will then work with 20 individuals in Community, who previously took part in the survey, to map out their aspirations and work towards achieving them through linking to appropriate services via internal and/or external referrals.

This trial will contribute to the evidence base on more culturally appropriate ways to engage families experiencing vulnerability and provide earlier intervention approaches.

Key Responsibilities

- Promote the importance of the F1000DA project and identify 20 households to participate
- Complete 20 household surveys in Community to contribute to the evidence base
- Engage with 20 individual Community members and their families, where appropriate, in a culturally safe environment to co-develop a realistic and achievable aspiration map
- Prioritise aspirations for 20 individual survey participants who range between the preconception birthing age to having a child up to 2 years of age and wish to continue with the project
- Work to achieve aspirations set by the 20 individual Community members
- To walk with the Community members throughout the implementation of their aspiration maps. This includes the provision of transport, where required, to ensure their cultural safety during referrals and enhance the likelihood of achieving their aspirations

- Support Community through internal referrals and utilising service provider networks for external referrals during the process of the project as additional challenges /circumstances / issues arise.
- Participate in relevant networks and maintain positive relationships with the Community
- Work with the F1000DA Project Coordinator to provide a reports to DHHS with updates to be relayed to the Regional Governance Group and Elder Panel including:
 - a progress report at the mid-point of the 12 month pilot
 - a final report at the completion of the 12 month pilot with updates
- Facilitate engagement with Aboriginal and Torres Strait Communities and local service providers

REQUIRED EXPERIENCE, SKILLS AND COMPETENCIES

- Demonstrated commitment to the care and support of Aboriginal Community
- This position requires substantial knowledge and experience in the Community services field including demonstrated in depth knowledge of social issues that impact on Aboriginal people, particularly Indigenous families
- Knowledge and understanding of Aboriginal culture and demonstrated knowledge of how to effectively communicate with Aboriginal people is essential
- Demonstrated experience working effectively and sensitively with Aboriginal young people, families and Communities
- A good understanding of local service providers and a strong ability to work in partnership with local service providers to aid in achieving Community aspirations
- Excellent relationship management skills and the ability to deal with a diverse, and often competing, range of expectations and Community needs.
- A thorough understanding of the F1000DA Movement with formal F1000DA Training highly regarded
- Demonstrated experience achieving project outcomes
- Demonstrated sound organisational and administrative skills, including the ability to prepare submissions and reports to Boards / Committees of Management
- Demonstrated competency in using databases, Microsoft Office programs and communication tools, such as social and other emerging media

Must have:

- Through understanding of the F1000DA movement
- Current Working With Children's Check or commitment to complete
- Current First Aid Certificate or commitment to complete
- Experience working with Aboriginal and/or Torres Strait Islander Communities
- Current driver's license

General Conditions

All HICSA Board members, staff and volunteers are required to:

- Model the HICSA values of Respect, Caring & Sharing
- Act at all times in accordance with the HICSA Code of Conduct
- Comply with the Work Health and Safety management system
- Undertake a police check prior to commencement and every 3 years thereafter
- Support a child safe organisation by undertaking screening for suitability to work with children, youth and people experiencing vulnerability and to comply with relevant state/territory legislative requirements
- Ensure that all program initiatives operate in accordance with the HICSA Protecting Children policy and other core policy and legislative frameworks
- Ensure budgets are met by monitoring program budgets and managing program costs/expenses

Negotiable 4-5 days/week, 7.6 hours/day. Salary range: \$59,280 – \$67,184 plus superannuation. Contract to 20 December 2019, with possibility of extension, subject to funding. Salary packaging available.

AWARD AND CLASSIFICATION: ABORIGINAL COMMUNITY CONTROLLED HEALTH SERVICES AWARD 2010, Administrative Class Grade 6, Level 1

Aboriginal and Torres Strait Islander applicants are strongly encouraged to apply. Applicants must address the selection criteria contained in the position description.

Email to admin@hicsa.org.au. Applications close 20 May 2019