

First Nations Partnerships Development Officer (Identified role)

Position

This position works embedded within the Carer Gateway team within the Carers portfolio.

- This position reports to the Partnerships and Engagement Officer, Business Development & Partnerships
- Reporting line may vary depending on location and service size
- This position does not have any direct reports

This position is designated Band 5 under the *Schedule of Authorities and Delegations*

- This position is a budget holder This position has designated revenue targets
- This position is an Aboriginal & Torres Strait Islander identified position
- This position does require a working with children related clearance

Purpose

The purpose of this position is to increase engagement and participation of Aboriginal and Torres Strait Islander people and communities in the Carer Gateway in alignment with the organisation's Innovate Reconciliation Action Plan.

Focus

To achieve this purpose, the position holder would typically:

- Build genuine and trusted partnerships with Aboriginal and Torres Strait Islander organisations, community and leaders across the Sydney metropolitan and Illawarra regions.
- Position the organisation as a well-regarded and dependable partner in service delivery and advocacy within the community.
- Develop and implement a Stakeholder Engagement Plan, in collaboration with the Carer Gateway Partnerships Specialist and Partnerships and Engagement Officer, to engage with relevant Aboriginal and Torres Strait Islander Controlled Organisations and communities supporting increased understanding of and access to services delivered through the Carer Gateway.
- Identify, develop and implement activities supporting the development of cultural capability within TBS.
- Identify and support the development of capability in the local area, with a particular focus on identifying key areas of need and service gaps in the area.
- Develop community networks in targeted communities, coordinate and attend local meetings, community consultation, advisory groups and events, and support community partner events.
- Formalise partnerships through models of best practice in governance and contracting.
- Work in accordance with the Professional Governance Framework to ensure the services and support we provide to our clients and each other are person centred, connected, effective, and safe.

Outcomes

When things are going well we would expect to see these outcomes:

- Our Partnerships and engagement are being instigated and led by Aboriginal & Torres Strait Islander peoples.
- Aboriginal and Torres Strait Islander people and communities have an increased understanding of and access to the Carer Gateway and other services provided by The Benevolent Society
- The Benevolent Society is seen as a trusted, reliable and culturally appropriate partner and service provider by Aboriginal and Torres Strait Islander organisations and communities.
- Increased referrals for Carers who identify as Aboriginal and Torres Strait islander into the Carer Gateway
- Our Partnership's governance and oversight is embedded in the way we partner with First Nations.

Relationships	We work collaboratively with others, however this position works closely with:	
	Within The Benevolent Society: <ul style="list-style-type: none"> • Carer Gateway Team • Business Development and Partnerships Team • Principal Advisor Indigenous Development 	Outside The Benevolent Society: <ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander communities, organisations and Peaks. • First Nations industry and sector partners. • Government departments.

This

Individual	To achieve the position purpose and outcomes the position holder will need to have:
	<ul style="list-style-type: none"> • Existing relationships with Aboriginal Community Controlled Organisations in the Sydney metropolitan and/or Illawarra regions. • Recognition from within the community as a respected, culturally safe person • Demonstrated respectful approach to working with community, Traditional Owners and Elders. • Demonstrated experience in First Nations partnerships and engagement • Demonstrated track record of development and achievement of successful partnerships outcomes • Has the ability to develop effective new networks and productive relationships with community, organisations, agencies, government, and other stakeholders. • Strong and effective interpersonal, communication, negotiation and presentation skills with the capability to motivate and engage stakeholders • Current 'C' class driver's licence.

Travel	This position may require some flexibility in terms of travel or hours of work:
	<ul style="list-style-type: none"> <input type="checkbox"/> Overnight travel/stays may be required <input checked="" type="checkbox"/> Some weekend work may be required <input checked="" type="checkbox"/> Some evening work may be required <input checked="" type="checkbox"/> Travel between office locations/regions may be required <input checked="" type="checkbox"/> Travel to clients (varied locations) may be required <input checked="" type="checkbox"/> Use of own registered, insured motor vehicle for business purposes may be required <input checked="" type="checkbox"/> Use of TBS pool cars may be required <p>All of us might need to travel occasionally to attend learning opportunities, meetings or other key events.</p>

Context	Those with knowledge of this position say the things that might make your day are:
	<ul style="list-style-type: none"> • Being regarded as a true partner. • Our staff are proud of the work we do in partnership with communities. • Being able to advocate for the needs of people impacted by their role as a carer. • We have meaningful and sustainable partnerships at the local and regional level. • We take a formal approach toward genuine partnership with First Nation's people that is sustainable and measurable.
	Those with knowledge of this position say some key challenges you might experience are:
	<ul style="list-style-type: none"> • The need to develop a consistent approach to working with communities. • A fragmented network of Aboriginal and Torres Strait Islander staff within TBS who are seeking to be better connected and supported. • High growth goals in the Aged Care and Disability sector. • Working autonomously or in isolation to the rest of the business. • Maintaining strong links with our partners. • Developing TBS profile within an environment with low brand recognition. • Working in a dynamic changing environment that can be challenging.

Approvals

Approver Executive Director

Position Code:

Review history V1.0 Draft_RF

Advertising

This Position Profile is not intended as an exhaustive description of the position, accountabilities or associated duties. The Benevolent Society may alter or adjust this Position Profile at any time.