

## POSITION DESCRIPTION

<b>Position Number:</b>	1065
<b>Position Title:</b>	Group Facilitator - Healing Our Children Project (HOC)
<b>Position Type:</b>	Aboriginal Identified Position  Part-Time, 2 or 3 days per week – negotiable  <ul style="list-style-type: none"> <li>5 months fixed term (possibility of extension subject to funding)</li> </ul>
<b>Location:</b>	Darwin, Northern Territory
<b>Direct Reports:</b>	N/A
<b>Responsible To:</b>	Co-ordinator of HOC

### About Relationships Australia Northern Territory

Relationships Australia Northern Territory is a community-based, not-for-profit, non-government organisation providing a broad range of services, which are for all members of the community regardless of religion, belief, age, gender, sexual orientation, lifestyle choice, cultural background or economic circumstances.

Our clients are often dealing with complex and sensitive situations, so we look for employees who are understanding, knowledgeable and genuinely care about the wellbeing of others.

### Vision

Relationships Matter - Respectful Relationships can empower people to belong, connect and have meaning and confidence to meet the challenges of our time.

### Purpose

To embrace and improve individual, family and community wellbeing through our supportive, professional and culturally appropriate counselling, mediation and family meetings.

### Values

#### We value

#### We demonstrate this by:

#### RESPECT:

Respecting the rights of individuals, families, stakeholders, our clients and our employees, to make informed choices.

#### ABORIGINAL & TORRES STRAIT ISLANDER:

Supportive two-way learning to strengthen our services, by embracing culturally innovative service provision and employment for First Nations people.

#### INTEGRITY:

Providing services which are appropriate, supportive to client and community needs and which adhere to the highest ethical standards.

#### SOCIAL JUSTICE:

Promoting and pursuing a society which is equitable and inclusive.

#### EXCELLENCE:

Pursuing excellence through critical and continuous reflection, professional and organisational development, best practice and innovation.

**DIVERSITY:** Advocating inclusiveness to all regardless of age, gender, race, sexuality, disability, religion and any other unique talent.

### Summary of Position

The Group Facilitator will co-facilitate the 6 session Healing Our Children group program four times p/a across sites in Darwin, Palmerston, and remote Communities.

The purpose of the program is to build the capacity of Aboriginal and Torres Strait Islander (ATSI) Women in communities for early response and prevention strategies aimed at the needs of vulnerable women and children experiencing violence and abuse.

The program provides a supportive environment for (ATSI) women who are affected by family domestic violence to discuss issues and provide them with information on how it can affect their children's brain development.

The program assists in the prevention of the long-term effects of intergenerational trauma in Aboriginal and Torres Strait Islander children suffered as a result of exposure to domestic and family violence.

In the performance of this role, you are required to comply with the Safeguarding Children and Young People Practice and Behaviour Guidelines and to participate in cultural fitness activities.

### Key Duties and Responsibilities

- Develop and deliver a culturally safe training package on the HOC model of group work for Group Facilitators and Peer Mentors.
- Assist the HOC Coordinator to plan, organise and deliver the group program four times per annum (2 urban deliveries and 2 remote deliveries).
- Promote empowerment of ATSI women in response to issues affecting children in their communities.
- Link women and children to other appropriate support services and networks if required.
- Assist the HOC Coordinator to liaise and network with other service providers in family and children's services within the communities where HOC is delivered.
- Assist the HOC Coordinator in the production of funding body reports as required.
- Utilise computer systems to complete and maintain client information data / records and to access RA-NT's data management system, communication systems and information.
- Undertake other administration duties or special projects, and provide other assistance as directed.

### Qualifications and Experience

#### Essential

- Experience working therapeutically with women, children or families in a professional setting
- Ability to meet RA-NT standard of professional competence appropriate to delivering group work to vulnerable women.
- Demonstrated knowledge and understanding of the long-term impacts of trauma including violence, abuse and neglect on children and family functioning.
- Knowledge and understanding of trauma-informed practice including theories of child development, trauma theory and attachment theory.
- Demonstrated knowledge of the issues affecting women and children in Aboriginal communities and a capacity to respond to their emotional, physical and spiritual needs.
- Possession of a current NT Driver's Licence (Manual licence highly desired).
- Willingness and capacity to travel to remote areas

## Desirable

- Qualifications in Social Work, Psychology, Counselling or other relevant Humanitarian or Social Science qualification.

## **Requirements**

- A satisfactory Northern Territory working with children's check.
- A satisfactory National Criminal History Check.
- A commitment to our Safeguarding Children Practice and Behaviour Guidelines.

## **Corporate**

### **Physical Resources**

- Take care of physical resources during employment with RA-NT including IT, vehicles, equipment and related items.

### **Systems**

- Comply with RA-NT corporate systems, policies and procedures.

### **Work Health and Safety**

- Demonstrated safe work practices for personal health and safety, and the health and safety of others in line with Work, Health and Safety requirements.
- Comply with any reasonable instruction and co-operate with any reasonable policy or procedure of the organisation relating to health or safety in the workplace.

***Please note that Position Descriptions are under constant review and may be changed by the Chief Executive Officer, after consultation, at any time.***

## **Acknowledgement**

I have read, understood and accept the position as documented in this position description.

Employee Name (Please Print):

Signature:

Date:

<i>Reviewed by:</i>	<i>Human Resources</i>	
<i>Review due by:</i>	<i>Human Resources</i>	
<i>Approved by:</i>	<i>Chief Executive Officer</i>	<i>July 2022</i>

## Basic Employment Conditions for – Group Facilitator - Healing Our Children Project (HOC)

<b>Place of Employment:</b>	Darwin
<b>Salary:</b>	\$77,584.00 per annum pro rata (Level 4.1) to \$88,757.76 per annum pro rata (Level 5.1) - Range dependent on qualifications and education.
<b>Fixed Term:</b>	5 months (possibility of extension subject to funding)
<b>Hours of Work:</b>	Part-Time, 2 -3 days per week (negotiable)
<b>Superannuation:</b>	As per Commonwealth Superannuation Guarantee [Administration] Act 1992

### Benefits and Entitlements

<b>Salary Packaging:</b>	As a Public Benevolent Institution (PBI) RANT can offer up to \$15,899 per annum pro rata of the salary, tax-free as a fringe benefit (Conditions Apply).
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<b>Entertainment Benefits:</b>	As part of the Salary Packaging RANT can offer up to \$2,650 per annum pro rata of the salary, tax-free as a fringe benefit (Conditions Apply).
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<b>Annual Leave:</b>	5 weeks per annum pro rata. Leave Loading of 17.5% will be payable on annual leave per annum pro rata. In addition, 3 days of leave (without Leave Loading) are given between Christmas and New Year during the RANT Office Closure.
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<b>Long Service Leave:</b>	As per the NT Long Service Leave Act.
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<b>Personal &amp; Parental Leave:</b>	10 days per annum pro rata for personal leave and up to 6 weeks paid parental leave per annum pro rata.
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<b>Professional Development:</b>	Staff development in accordance with RANT guidelines (\$2,000 – total of 8 days PD leave pro rata). PD is accessible after three months of continuous service.
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<b>Wellbeing Allowance:</b>	\$500 (2 x \$250) per staff member per financial year as part of the organisations commitment to improve the health of its employees, paid upon production of receipts.
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<b>Relocation Allowance:</b>	An allowance of up to \$4,000 is payable if relocating from interstate (Conditions Apply).
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<b>Cultural Fitness:</b>	A number of events are organised throughout the year to promote and celebrate diversity.
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