



POSITION DESCRIPTION

POSITION TITLE	First Nations HIPPY Advisor
DIVISION	Children, Youth and Inclusion
DEPARTMENT	HIPPY
REPORTS TO	Head of HIPPY Australia

ORGANISATIONAL PURPOSE

Our vision at the Brotherhood of St Laurence (BSL) is for an Australia free of poverty. We pursue lasting change for a fairer and more compassionate Australia.

Our organisation employs over 1,500 staff and is supported by 1,000 volunteers. We partner with governments, business and other organisations to address poverty across the nation.

Our work is varied. We deliver services to build capability and confidence across the life course, from the early years, youth and employment to services for people with disability and for older people in Australia. Our Op Shops and social enterprises are well known. So too are our programs that support digital literacy, energy efficiency and financial wellbeing. We research the causes and effects of poverty and connect policy, practice and research to advocate national, state and local policy solutions for people experiencing disadvantage.

The Brotherhood of St Laurence values diversity and inclusion with regards to its staff and the communities we serve. Our staff and volunteers come from diverse backgrounds, and we aim to create an inclusive working environment. BSL is committed to child, young people and vulnerable adult safety. We want all vulnerable people to be supported, respected, safe, happy and empowered. We are committed to the safety, participation, and empowerment of all our program participants.

DIVISION AND DEPARTMENT PURPOSE

Children, Youth and Inclusion (CYI) is a diverse service delivery division in BSL. The division is typically made up of small to medium size operational activities aimed at providing services to children, families, young people and adults. The division is required to operate in a flexible and agile way to lead change and to influence systems and respond to the external political and service sector environment offering new practice, service design and policy solutions to influence lasting change. All programs in the division must have a systemic change ambition beyond the service delivery.

Approved: March 2023 : First Nations Advisor HIPPY Australia

Page 1 of 4

HIPPY Australia through the National Office enables the delivery of the Home Interaction Program for Parents and Youngsters (HIPPY) in 100 sites across Australia. 50 of these sites are First Nations focused sites, located in areas with higher First Nations population and some in remote or very remote locations. HIPPY Australia holds the licence with HIPPY International and a significant grant agreement with the Federal Government. The role of the National Office includes supporting over 60 local partners, including Aboriginal and Torres Strait Islander Community Controlled Organisations (ACCO), to deliver HIPPY with the level of fidelity required to ensure positive impacts and outcomes for children and families involved in the program. 50HIPPY Australia has a focus on quality, risk management, learning and development, data and evidence building and marketing and communication

POSITION PURPOSE

This position will support the Home Interaction Program for Parents and Youngsters (HIPPY) program to strengthen engagement with and improve outcomes for First Nations children and families involved within the program. The role will also provide leadership, advice and support to HIPPY Australia to improve and increase the number of partnerships with Aboriginal Community Controlled Organisations (ACCOs) who implement HIPPY.

This position will draw upon lived experience within the HIPPY Program to evidence cultural practices and continuous improvements; and have a strong understanding of and relationships with Aboriginal and/or Torres Strait Islander peoples, communities and organisations.

This is an identified position in accordance with Section 14 (d) of the Anti-Discrimination Act 1977. Applicants for this position must be of Aboriginal descent through parentage, identify as being Aboriginal and be accepted in the community as such. Exemption is claimed under Section 14 of the Anti-Discrimination Act 1977.

KEY RESPONSIBILITIES

- Support HIPPY in developing and engaging in strategic partnerships, projects and planning designed to increase the number of ACCOs who implement HIPPY.
- Develop, implement and support approaches and projects to strengthen the delivery and outcomes of HIPPY across the HIPPY network, especially First Nations focused sites
- Within the implementation and strategic planning of the HIPPY Program, support and promote the engagement of ACCOs and First Nations voices
- Build the capacity of HIPPY Australia to continually improve the HIPPY program and deliverables to be culturally appropriate and safe
- Provide strategic advice and guidance to HIPPY Australia to implement its local RAP Engagement Plan
- Work collaboratively within HIPPY Australia to achieve the strategic objectives and deliverables in the HIPPY activity work plan
- Demonstrate a commitment to BSL's quality framework and culture by participating in and promoting quality actions through continual improvement activities

- In collaboration with the manager, set goals and objectives to ensure outcomes are met
- Model BSL's values and adhere to the Code of Conduct in everyday work practices
- Maintain a safe work environment and ensure steps are taken to prevent unsafe work practices in accordance with BSL policies and procedures.
- This position will require direct/indirect contact with children and/or vulnerable individuals
- Other duties as required

The description of the position is a guide to the duties of the professional activities needed to undertake the position successfully. A review of the position description may occur and it may be amended from time to time as organisational needs change. Changes to the position description will be consistent with the purpose for which the position was established.

SCOPE OF RESPONSIBILITY

Direct Reports	0
Indirect Reports	0

KEY SELECTION CRITERIA

Career Experience:

- Demonstrated experience and commitment to working with Aboriginal and/or Torres Strait Islander communities and ACCOs
- Demonstrated experience leading complex projects and stakeholder relationships
- Experience in supporting the transition of services to ACCOs.
- Experience in research, service development and delivery, preferably within the education or community development sector

Personal Qualities:

- Demonstrated knowledge and understanding of First Nations culture and lived experiences
- Existing relationships with, and capacity to further develop partnerships with Aboriginal Community Controlled organisations
- Demonstrated experience relevant to the community sector
- Proven interpersonal, written and verbal communication skills
- Proven ability to come across with presence and credibility and address difficult and sensitive topics and questions in a learning environment
- Ability to conduct reflective practice and research, review literature, conduct consultations to inform practice and decision making at an advanced level
- Experience with highly accountable processes that are subject to external review
- Well-developed organisational and time management skills with the ability to plan workload, prioritise and meet deadlines and achieve project outcomes

- A commitment to maintaining and supporting child safety, equity, inclusion and cultural safety. You will be required to abide by the Child & Adult Safeguarding Policy and the Code of Conduct as well as all related child safe policies and procedures
- Understanding of and empathy with the values and ideals of the Brotherhood of St Laurence

Qualifications/other:

- Bachelor of Social Sciences, Education, Business or Community Programs or equivalent

MANDATORY EMPLOYMENT CRITERIA

- Specific work requirements include work-based travel
- Proof of eligibility to work in Australia is required
- A satisfactory Police Check is required - BSL will support successful candidates in this process.
- a Working with Children Check is required - BSL will support successful candidates in this process.