
FIRST NATIONS STRATEGY AND POLICY LEAD

APRIL 2023



POSITION SUMMARY

Location:	Hybrid – Parkville and WFH		
Functional area:	Strategy and Engagement		
Classification/ Salary:	Salary up to \$110,000 + 11% super + access to \$15,900 NFP salary packaging		
Job level:	Level 3		
Reports to:	Director – Policy and Engagement		
Employment type:	Part to Full time (0.8 – 1.0FTE)		
Employment length:	12 months		
Direct reports	0	Indirect reports	NA

POSITION PURPOSE STATEMENT

This is a First Nations Identified position and is only open to candidates who identify as Aboriginal and/or Torres Strait Islander.

Orygen is committed to deepening its understanding, focus and priority on walking alongside First Nations communities, staff and young people. The Lead First Nations Strategy will play a critical role in providing a voice to inform the organisations approach to improving the social and emotional wellbeing outcomes for First Nations young people.

As First Nations Strategy and Policy Lead, you will be responsible for providing First Nations leadership within the organisation. This role will work across the organisation to monitor the delivery of activities against Orygen’s Statement of Commitment to First Nations People and our Cultural Strengthening Action Plan, which will be reviewed and revised over the next two years.

The role will also extend Orygen’s engagement with national partnerships and policy engagement opportunities, ensuring that Orygen’s work can be informed by work and experiences across the country.

This is a newly created role with key accountabilities are listed below, the successful candidate will be able to work with the Cultural Strengthening and Engagement Lead to work flexibility and further

develop the role to respond to the needs of First Nations young people and their broader communities.

About First Nations work at Orygen

The First Nations team sits within the Strategy and Engagement area of Orygen. Orygen is committed to cultural strengthening – a process through which we can fulfil our responsibility to shape culturally safe mental health services for First Nations young people.

The aim of cultural safety is to remove systemic and other barriers that may obstruct care.

Orygen’s First Nations team, guided by the First Nations Advisory Group, developed the inaugural Orygen Cultural Strengthening Plan 2021-2025, and are leading its implementation.

The [Cultural Strengthening Plan](#) outlines principles that guide the way we work towards cultural safety, and sets out our cultural strengthening priorities and targets for the coming years.

Key aspects of this work include:

- maintaining a collaborative and strengths-based approach to integrating First Nations resilience, knowledge and culture;
- continuing to cultivate equitable and enduring partnerships with First Nations communities; and
- communicating and implementing First Nations-developed, evidence-based tools and training for staff across the organisation.

As outlined in the [Orygen Statement of Commitment](#) to the First Nations of Australia, we are First Nations-led and ensure First Nations voices are platformed in the process of cultural strengthening.

POSITION FOCUS

	Key responsibility area	Percentage
1	Strategic leadership for delivering Orygen’s Statement of Commitment and Cultural Strengthening Action Plan	35%
2	Develop strategic policy and project partnerships	35%
3	Provide cultural leadership	20%
4	Other	10%

POSITION KEY RESPONSIBILITY AREAS

- 1. Strategic support for delivering Orygen’s Statement of Commitment and Cultural Strengthening Action Plan**
 - Work with the First Nations Cultural Strengthening Lead to continue to monitor delivery and reporting on the 2021-25 Cultural Strengthening Plan.
 - Provide advice and recommendations, to the Orygen Executive Leadership Team, the Orygen Board, and Commonwealth Government, to advance mental health outcomes needs of Aboriginal young people in line with Orygen’s Statement of Commitment and the Orygen Cultural Strengthening Plan, and in collaboration with relevant program areas across Orygen, national Community-led organisations.
 - Work in collaboration and seek cultural and other guidance regarding the strategic priorities and activities for First Nations work at Orygen where appropriate with the Orygen First Nations Advisory Group, in line with the Group’s agreed Terms of Reference.

<ul style="list-style-type: none"> • Work with the First Nations Cultural Strengthening Lead to evaluate the 2021-25 Cultural Strengthening Plan and lead a process to develop the next plan.
<p>2. Develop strategic policy and project partnerships</p> <ul style="list-style-type: none"> • Establish and maintain relationships with Community-led organisations across Australia, including but not limited to, the Healing Foundation, Gayaa Dhuwi (Proud Spirit) Australia, Aboriginal Controlled Health Organisations, Aboriginal Peak organisations, Lowitja Instituteto support self-determination and healing for First Nations young people and their supporters, on a national scale. • Provide the lead role of engagement with the Australian Government, in particular the Department of Health and Aged Care and the National Indigenous Australians Agency. • Represent Orygen across national forums, focused on Orygen’s capacity to support and provide expert views in youth mental health to inform and influence cultural strengthening reforms, to deliver on the National Closing the Gap targets. • Instigate and convene projects in partnership with Aboriginal and/or Torres Strait Islander organisations working with young people, social and emotional wellbeing and research. Monitor and evaluate these projects.
<p>3. Provide cultural leadership</p> <ul style="list-style-type: none"> • Model, and guide the First Nations Team to, actively promote workplace behaviour that reflects and upholds Aboriginal cultural values of connectedness and relationality as well as Orygen’s organisational values and the Orygen Code of Conduct. • Provide thought leadership on First Nations issues and opportunities.
<p>4. Other</p> <ul style="list-style-type: none"> • Effectively communicate, both verbally and in written form, to educate internal and external stakeholders on self-determination, in a way that demonstrates a clear understanding of critical issues and inspires commitment from others to achieve organisational strategic directions. • Develop and manage project plans, mechanisms to monitor progress, and reporting to senior leaders, Committees, and the Orygen Board to provide advice and inform decision-making. • Use a collaborative approach driven by understanding the needs and desired outcomes of Orygen. • Participate in growth and development opportunities (professional development, cultural development).

EDUCATION / QUALIFICATIONS

Essential	Previous experience in First Nations leadership, strategy and/or policy roles
Desirable	Undergraduate degree in business, mental health, administration or equivalent

EXPERIENCE / SKILLS

Experience / skills	<ul style="list-style-type: none"> • Demonstrated understanding of the issues relating to Aboriginal mental health needs of young people, and experience working with, and breaking down the barriers, as well as promoting self-determination. • Experience in developing and delivering on organisational and program level strategy and strategic change/decolonisation of mainstream organisations. • Strong understanding of broader strategy, policy and frameworks across the country that aim to support the social and emotional wellbeing for First Nations peoples. • Knowledge of and experience working with First Nations community-led organisations, including community-controlled health organisations and peak bodies.
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	<ul style="list-style-type: none"> • Ability to read and understand complex material and develop new thought in response. • Strong written and oral communication skills • Effective collaboration and conflict resolution skills. • Strong ability to relate to a broad range of Aboriginal and Torres Strait Islander people, other Indigenous peoples, and non-Indigenous people. • Effective time management skills and workload allocation across a team
Personal attributes	<ul style="list-style-type: none"> • Proudly identifies and Aboriginal and/or Torres Strait Islander. • Upholds strong grassroots community values and connections. • Ability to relate to, consult with, and relay the perspectives of young Aboriginal and Torres Strait Islander people. • Seeks out proactive growth experiences (i.e., professional development, cultural development etc.) • An understanding and acceptance of the emotional and cultural risks associated with the job, and a commitment to prioritising your own safety by: • Using the cultural supports on offer including yarning circles, cultural supervision and support and external mentoring • Monitoring your own emotional energy levels and • Actively participating in cultural healing with Aboriginal and Torres Strait Islander peers at Orygen.

KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none"> • The First Nations Advisory Group • Executive Leadership Team • Strategy and Engagement • People and Culture • First nations staff (both in and not in identified roles across the organisation)
External	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander families in NW Melbourne, Aboriginal and Torres Strait Islander national leaders in healing, mental health research, community-controlled organisations.

SPECIAL REQUIREMENTS

<ul style="list-style-type: none"> • Unrestricted right to live and work in Australia. • A current National Police Check will be required. • Any offer of employment is conditional upon receipt and maintenance of a satisfactory Working with Children Check. • You may be required to work across more than one of Orygen’s sites, which are currently located within the north and west of Melbourne. • Successful applicants will be required to provide proof of COVID-19 vaccination prior to commencement. • A current driver’s licence. • In line with government guidelines, this position may need to be based at home during certain periods. As such a reliable internet connection will be required.

SAFETY, HEALTH AND WELLBEING RESPONSIBILITIES

<p>Employees are required to comply with all workplace health, safety and wellbeing policies and procedures of Orygen.</p> <p>In addition, employees are expected to:</p>

- Promote and demonstrate Orygen’s high standards in relation to health, safety and wellbeing, championing a culture of safety in the workplace.
- Take responsibility for their own safety, health and wellbeing and for their colleagues and others they work alongside, as far as they are able.
- Follow policies, training and guidelines related to Workplace health, safety and wellbeing, including reporting of unsafe work practices, incidents, hazards and near miss events.
- Be committed to promoting and protecting the safety and well-being of all children and young people and embedding safeguarding practices into all our programs and services.

ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

Name	
Signature	
Date	