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**FIRST NATIONS SOCIAL AND EMOTIONAL WELLBEING WORKER – IDENTIFIED ROLE**

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**SEPTEMBER 2024**

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**(ONLY *INDIGENOUS* AUSTRALIANS ARE ELIGIBLE TO APPLY AS THIS POSITION IS EXEMPT UNDER THE SPECIAL MEASURE PROVISION, SECTION 12(1) OF THE EQUAL OPPORTUNITY ACT 2011 (VIC))**

**POSITION SUMMARY**

Location:	Headspace Werribee
Functional area:	Primary Clinical Services
Classification/ Salary:	Social, Community, Home Care and Disability Services Industry Award (2010), Social and Community Services Employee, Level 3 + 11.5% super + access to \$15,900 NFP salary packaging + meals allowance
Job level:	Level 3
Reports to:	Clinical Services Manager
Employment type:	Part time 0.4 FTE
Employment length:	Contract until June 2025

**POSITION PURPOSE STATEMENT**

**This is an Aboriginal and/or Torres Strait Islander identified role.**

As a First Nations Social and Emotional Wellbeing Worker, you will provide strength-based, culturally safe support and mentoring to young people from Aboriginal and/or Torres Strait Islander backgrounds requiring assertive mental health support. The First Nations Social and Emotional Wellbeing Worker will provide support to young people and their families/carers within a goal-oriented, young person- centred approach to mental health treatment, therapeutic interventions and care coordination. The position seeks to reduce stigma and identify and address barriers that may impact on young, Aboriginal and/or Torres Strait Islander young people’s engagement to access mental health care.

A component of this position will be around increasing understanding of the impact of mental and physical health issues and to providing young people with a positive experience of help-seeking in collaboration with the wider headspace Werribee service.

Supports for this role will include access to cultural supervision, professional development, and opportunities to participate in and contribute to an Aboriginal and Torres Strait Islander mental health Community of Practice.

**REVOLUTION IN MIND**

### About headspace and Orygen's First Nations Team

headspace is a world-first youth mental health initiative that supports young people who are going through a tough time; whether it's depression, anxiety, relationship break-ups or alcohol and other drug issues. The youth-friendly services at headspace are aimed at teenagers and young adults in recognition of the fact that 75 percent of mental disorders emerge before the age of 25 years.

Orygen's First Nations team operates within the Strategy and Engagement area, dedicated to enhancing culturally safe mental health services for First Nations young people. Through a shaping an environment that respects and promotes the wellbeing and cultural needs of First Nations communities.

### POSITION FOCUS

	Key responsibility area	Percentage
1	Culturally informed care & secondary consultations	60%
2	Stakeholder Engagement	20%
3	Administration	10%
4	Other	10%

### POSITION KEY RESPONSIBILITY AREAS

#### 1. Culturally informed care & secondary consultation

- Provide an initial point of contact and liaison for staff working with Aboriginal and Torres Strait Islander young people.
- Provide a point of contact and liaison for Aboriginal and Torres Strait Islander young people and families/carers to access cultural support during their involvement with the service.
- Through consultation with colleagues, contribute to the assessment and treatment planning of young people and their families'/carers' needs, with a particular emphasis on social and emotional wellbeing.
- Promote the involvement of Aboriginal and Torres Strait Islander young people and families/carers in decision-making about their own care.
- Identify referral pathways, and support engagement with these pathways.

#### 2. Stakeholder engagement

- Promote available cultural consultation opportunities to staff.
- Support the design and development of headspace programs, as necessary.
- Facilitate or co-facilitate programs within the headspace centre for young people, including groups.

#### 3. Community Engagement

- Seek to identify and understand the barriers and challenges for Aboriginal and/or Torres Strait Islander young people to accessing care, and where appropriate to work to building enhanced access and linkages with headspace and other external agencies.
- Work with other Aboriginal and Torres Strait Islander staff, and Community Development staff, to establish and improve relationships and referral pathways between headspace Werribee and Aboriginal Community-Controlled Organisations (ACCOs).

#### Other

- The role may incorporate other service development activities and responsibilities as reasonably directed by the Clinical Services Manager.
- Comply with and support others to comply with Orygen's policies and procedures, including taking appropriate action to hold others accountable and promote a workplace culture that is safe, diverse and inclusive.

## EDUCATION / QUALIFICATIONS

Desirable	<ul style="list-style-type: none"> <li>• Certificate IV in Aboriginal Health Care Practice, or other relevant post-secondary qualifications in Health, such as Certificate IV in Mental Health, Youth Work or Community Development.</li> </ul>
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## EXPERIENCE / SKILLS

Experience / skills	<ul style="list-style-type: none"> <li>• Aboriginal and/or Torres Strait Islander background and demonstrated experience in working with Aboriginal and/or Torres Strait Islander young people and their families.</li> <li>• Sensitivity to experiences that Aboriginal and/or Torres Strait Islander young people may have had; this may include difficulties in their social and emotional wellbeing; physical health problems; difficult family experiences; or challenges with work and study.</li> <li>• Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system, particularly ACCOs.</li> <li>• Excellent organisational, interpersonal and communication skills (written and verbal) to communicate warmly and effectively with young people, community members and other stakeholders</li> <li>• Knowledge of early intervention, de-stigmatization, diversity, inclusion, and non-discrimination.</li> <li>• Knowledge of the common mental health, substance use and social problems faced by young people.</li> <li>• Excellent computer skills with a demonstrated ability in word processing, presentation programs and databases as required</li> <li>• Willingness to engage in the planning and provision of community engagement and capacity building activities.</li> </ul>
Personal attributes	<ul style="list-style-type: none"> <li>• Energy, passion and determination to make a difference to the lives of Aboriginal young people</li> <li>• Capacity to problem solve effectively, engage and work creatively with young people.</li> <li>• Capacity and willingness to conduct presentations and programs to groups of people, including young people and adults.</li> <li>• Ability to work effectively in a multi-disciplinary team.</li> <li>• A commitment to learning about the different types of organisations involved in mental health and drug and alcohol service delivery to young people.</li> <li>• A commitment to learning about issues of ethics and confidentiality and willingness to comply with privacy legislation in relation to the health care of young people.</li> </ul>

## KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none"> <li>• First Nations Wellbeing Clinician</li> <li>• Community Awareness Officer</li> <li>• Senior Access Clinician</li> <li>• Clinical Services Manager</li> <li>• First Nations Team</li> </ul>
External	<ul style="list-style-type: none"> <li>• Schools and community organisations</li> <li>• Elders and cultural groups</li> </ul>

## SPECIAL REQUIREMENTS

<ul style="list-style-type: none"> <li>• Unrestricted right to live and work in Australia.</li> <li>• A current National Police Check will be required.</li> </ul>
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- 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.
- In line with government guidelines, this position may need to be based at home during certain periods.
- Our headspace sites operate after 5pm multiple times a week, availability to work across rotating shifts required.

### SAFETY, HEALTH AND WELLBEING RESPONSIBILITIES

Employees are required to comply with all workplace health, safety and wellbeing policies and procedures of Orygen.

In addition, employees are expected to:

- 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	[insert name]
Signature	[insert signature]
Date	[insert date]