

Position Description

Position Title:	Cultural Lead headspace Outreach Program (hOP) Aboriginal and Torres Strait Islander Identified Position
Classification:	Stream B - Program Support

Purpose of the Role

headspace is an evidence-based early intervention mental health and wellbeing service for young people aged 12-25 years. The headspace Outreach Program (hOP) is connected to headspace Dubbo and is a holistic, culturally safe headspace outreach service model for young people living across rural and remote communities in Western NSW.

The Cultural Lead position is a senior role within the program and provides remotely located Aboriginal Youth Wellbeing Workers with non-clinical cultural support and ensures that the services provided by hOP are culturally informed, safe and responsive. A priority is the establishment of strong community connections and meaningful relationships with key partners to promote a collaborative approach to service delivery across the service footprint. The role also participates and assists in the care coordination of complex cases involving First Nations young people as required.

The position is based in our Dubbo office and supports workforce and service provision across the geographical footprint of Nyngan, Warren, Condobolin, Coonamble, Gulargambone, Bourke, Brewarrina, Lightning Ridge, Walgett and Collarenebri.

Key Relationships

The Cultural Lead will work collaboratively with all remotely located staff in the headspace Outreach Program service area and will report to the Group Manager, Youth Mental Health. The position will also work closely with other senior members of the outreach program and the headspace Dubbo centre team to ensure connection and integration of outreach services to the centre.

You will be required to establish and maintain effective and culturally sensitive working relationships with young people, their families, partner organisations and other relevant services and stakeholders across the targeted outreach communities to ensure the outreach service offering is current and reflective of community need. The role will also work collaboratively with internal staff across the organisation to promote cultural safety and governance.

Position Responsibilities

Responsibilities for this position include, but are not limited to:

- In conjunction with the hOP Program Manager and Clinical Lead, lead and support the Aboriginal Youth Wellbeing Workers through any situation that may involve culturally sensitive issues and provide a pathway for escalation of matters of cultural importance.
- Maintain regular connection and communication (both face to face and virtual) with the remotely located Aboriginal Youth Wellbeing Workers to maintain connection to the headspace Dubbo Centre.

- Provide non-clinical cultural support and debriefing to the Aboriginal Youth Wellbeing Workers as required.
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- Participate the planning of care for complex cases involving Aboriginal and Torres Strait Islander young people and their families as requested by the Clinical Lead and/or hOP Program Manager.
 - Work closely with the Group Manager, hOP Program Manager, Clinical Lead, Community Engagement Officers and Aboriginal Youth Wellbeing Workers to ensure young people, families and carers are integrated and embedded into service planning and delivery to promote a culturally informed and led approach.
 - Identify appropriate membership to establish and maintain Cultural Advisory Groups and informal forums across the service footprint to ensure service delivery is reflective and representational of each outreach community to guide and inform service delivery.
 - Assist the hOP Program Manager and Clinical Lead with the implementation of the Cultural Safety Governance Framework.
 - Participate in the continuous development of the Outreach service delivery in each targeted community.
 - Work with ACCO's, ACCHO's and external services in targeted communities to build effective and collaborative relationships and referral pathways that are culturally appropriate.
 - Treat young people and their families with respect and maintain a high level of confidentiality at all times.
 - Contribute to a proactive and positive team culture.
 - Travel to the hOP communities as required.

Other Duties

- Demonstrate and uphold our values at all times.
- Comply with the Work Health and Safety policies and procedures at all times.
- Undertake continuing professional development as required to ensure job skills remain current.
- Attend/participate in out-of-hours meetings and functions as required.
- Participate in staff activities and processes.
- Identify and participate in continuous quality improvement opportunities.
- Actively participate in annual performance planning and review activities.
- Maintain a working knowledge of all equipment used in the office.
- Other duties as directed from time to time.

Our Values

Staff are expected to demonstrate our **ICARE** values:

Integrity & Trust
Collaboration & Innovation
Achievement & Excellence
Respect & Empowerment
Empathy & Understanding

Special Job Requirements

1. **This is an Identified position.** Marathon Health considers that being Aboriginal or a Torres Strait Islander is a genuine occupational requirement for this position under *s 42 of the Discrimination Act 1991 (ACT)*/ *s 14 of the Anti-Discrimination Act 1977 (NSW)*. Confirmation of Aboriginal and/or Torres Strait Heritage may be required.
2. National Police Check with a satisfactory outcome and Working With Children Check clearance for paid work
3. Qualifications and professional registration as applicable to this role
4. Eligibility to work in Australia
5. Valid Australian Driver's License

Note:

This position description is not a duty statement; it is only intended to provide an outline of the key responsibilities of the position. Employees are expected to carry out any duties, within the scope of their ability, that are necessary to fulfil the position objectives.

It is expected that this position description will change over time due to the nature of Marathon Health activities. A flexible attitude to change is expected of staff. Any proposed changes will be discussed with you.

I, the undersigned, agree to be employed under the terms and conditions as detailed in this position description.

Signed _____

Date _____

Print Name _____

Selection Criteria**Essential**

- Knowledge of issues impacting on Aboriginal and Torres Strait Islander people in remote communities.
- Knowledge of issues affecting young people particularly relating to health, education, employment and social and emotional wellbeing.
- Experience working with and supporting Aboriginal and Torres Strait Islander People and the provision of culturally safe services.
- Ability to work within a team environment and able to work independently.
- Demonstrated experience to engage and work collaboratively with a wide range of community stakeholders including Aboriginal Elders, families, ACCOs, ACCHOs, schools and community groups and organisations.
- Demonstrated experience to engage and communicate effectively with young people aged 12-25 years and their families.
- Maintain a high degree of confidentiality that relates to the young people, families and service delivery.
- Valid Australian Driver's License and a willingness to travel across the ten Youth Outreach Project. A fleet car will be provided.

Desirable

- Experience in the Not for Profit and/or public health sector.
- Experience in Youth Services or other health related setting.