

Aboriginal & Torres Strait Islander Strategic Projects Advisor (Truth Telling)

Position Description

Reporting to:	RAP Program Manager	Work location:	Melbourne or Brisbane preferably; otherwise by negotiation
Department:	54 reasons	Budget holder:	No
Team:	Strategy and Partnerships	Direct reports:	Nil

Here you'll make a difference

At Save the Children Australia, we attract bright and big-hearted people who are inspired to make a difference. Together, we are fearless in our pursuit of making lasting change for the children and communities who need it most.

54 reasons is Save the Children Australia's local service and advocacy arm. We're here to make sure that everyone understands their rights, so that children and young people have their rights met and thrive, in all their diversity. We champion the children, young people and families we work with. With the child's voice at the centre, we provide quality services to children and their caregivers, advocating with them so that children develop, learn, and are connected, safe and confident.

Our people are proudly local, and as diverse as the communities we serve - in every state and territory, and across regions, remote areas and capital cities. Our operations and services span the early years and school engagement, youth justice, domestic and family violence, and our practice is grounded in child rights and participation.

As Australia's leading child rights organisation, we are committed to upholding the rights of First Nations communities, families, children and young people as set out in the UN Declaration on the Rights of Indigenous Peoples and the UN Convention on the Rights of the Child. This includes fundamental rights to development, culture, self-determination, participation in decision making, equity and non-discrimination.

Role Purpose

The Aboriginal & Torres Strait Strategic Projects Advisor will play a critical role in advising on and leading SCA's Truth Telling initiative. The role will co-design listening mechanisms, plan and co-deliver place-based listening, and advise the organisation on changes required to become more culturally safe and informed.

This is an identified position open to Aboriginal and Torres Strait Islander people only.

Reporting to the Reconciliation Action Plan (RAP) Program Manager, this role is all about making sure Truth Telling builds cultural safety and sustainable listening practices that strengthen our organisation's cultural capability and impact for First Nations communities.

This role will work closely with the CEO (RAP Sponsor), and will collaborate with the RAP Working Group, our First Nations Advisory Committee (FNAC), and the Manager Partnerships and Transitions. Key contributors include State Directors, field leaders, the Strategic Communications Team and the Australian advocacy lead.

We acknowledge and respect the diversity of Aboriginal and Torres Strait Islander groups and experiences, and we recognise that one First Nations person cannot speak or be expected to represent the views of all Aboriginal and Torres Strait Islander people across the country.

As a result, this role is structured to provide advice to operational leaders who themselves will be responsible for engaging meaningfully on the ground, and to create a practical framework to guide their practice. In this, the role will collaborate and align with internal groups, including our Reconciliation Leadership Group, First Nations Advisory Committee and yarning networks.



Here your skills will be valued

Role requirements

Lead Truth Telling

- Co-design a Truth Telling process including mapping participant experiences, a blueprint process that can be localised, a handbook, and validate locations
- Co-facilitate place-based yarns
- Co-facilitate a process for examining how Save the Children Australia's (SCA) current and historical policies and practices have impacted on First Nations people, communities, families, children, our partners and our employees to identify any potential harms caused and determine appropriate forms of recognition and justice
- Lead the way we engage with local communities in undertaking Truth Telling to ensure meaningful dialogue and reconciliation
- Share what we learn internally and externally via transparent communications to diverse stakeholders
- Determine how to embed Truth Telling with sustained listening mechanisms to increase our impact within the First Nations communities we serve

Support culturally safe practices

- Be a role model for creating / building cultural safety
- Identify improvements required across the organisation to ensure First Nations staff feel safe and supported
- Provide guidance to leaders on how to embed culturally safe practices in decision-making, policies and operations
- Collaborate with FNAC on growing our First Nations employee support network

Contribute to a culturally informed organisation

- Close collaboration with the FNAC to activate the First Nations employee network
- Build / strengthen the voice of our First Nations people in our organisation
- Identify opportunities to adapt data, tools and practices to better reflect cultural contexts and community priorities
- Advise on organisational changes to improve how we engage with and support First Nations staff and clients

Health, safety, security and risk management

- Be a role model for both physical and cultural safety and security and comply with all workplace safety, psychosocial safety policy, procedure, work instructions and training
- Act safely at all times
- Report all incidents, injuries and potential hazards in a timely manner
- Participate in, and contribute to, health and safety awareness and improvements
- Be aware of, document and manage the risks associated with your team's programs and workplaces and ensure appropriate elimination or mitigation measures are applied

Child protection and safeguarding requirements

- Maintain a child safe environment at the workplace and safeguard children's rights, acting in the best interests of children at all times
- Comply with the [Child Safeguarding Policy](#) & [Code of Conduct](#)
- Demonstrate the highest standards of behaviour towards children in both your private and professional life
- Never abuse the position of trust that comes with being a part of the Save the Children family
- Maintain a safe and positive relationship at all times when working with children and young people
- Respond to any concerns for the safety or wellbeing of a child in a program in accordance with internal reporting processes

All roles at Save the Children contribute to our impact for children

At Save the Children and 54 reasons, every role, whether in our programs or support services, plays a vital part in our impact for children. We are committed to creating a positive impact on the lives of children and their communities, and we value the contributions of every team member in achieving this vision.

Here you'll belong

It takes all types of people to do the challenging work we do. Here are some of the specific skills and experiences you'll bring to this role:

Essential knowledge or experience

- Experience working in or with Aboriginal Community Controlled Organisations and First Nations people or communities, including with Elders, families, children and young people
- Demonstrated skills in communicating, engaging and working effectively with local and national First Nations bodies including Elders, families, children and young people
- Deep understanding of how the rights of Aboriginal and Torres Strait Islander children and families are being experienced here in Australia, and how this differs across individuals and communities
- Demonstrated expertise in guiding organisational cultural safety for Aboriginal and Torres Strait Islander employees
- Deep, nuanced understanding of First Nations cultural hierarchy, protocols, and governance structures
- Demonstrated communication and relationship-building skills, with the ability to navigate organisational and community dynamics and engage with a variety of audiences – from the frontline to community leaders, and senior management in our organisation and others
- Ability to self-organise and coordinate activity and communications across multi-site location teams
- Demonstrated initiative and problem-solving skills and a willingness to give and invite feedback so we keep learning as an organisation

Desirable knowledge or experience

- Proven ability to influence senior leaders and support organisational practise and cultural change
- Experience working with communities to deeply listen and collaborate to agree together on paths to reconciliation

Additional Information

- Any offer of employment at Save the Children Australia will be subject to a satisfactory National Police Record Check and a Working with Children Check
- Employees must sign on to Save the Children Australia's Child Safeguarding Policy and Code of Conduct
- Ongoing performance and employment will be measured against KPIs, values and demonstrated behaviours outlined above
- Save the Children Australia is an Equal Opportunity Employer

Driver's Licence:	Required	Travel:	Required, including remote community visits
Working with Children Check:	Required	Assets:	Laptop