

Position Description



Position title: Aboriginal Partnerships Specialist - identified position

Responsible to: Manager, Business Development

Position type: Two-year contract full time (36.75 hrs per week)

Salary range \$ Negotiable depending on experience

Last updated: July 2018

Overview

The Aboriginal Partnerships Specialist will focus on building respectful and genuine partnerships between the Community Housing sector and the Aboriginal Community Housing sector and other key stakeholders, both Aboriginal and non-Aboriginal. This work is essential to support improved outcomes for Aboriginal tenants living in mainstream community housing. Community Housing Providers (CHPs) are committed to providing better services for Aboriginal tenants and to building on their commitment to Aboriginal cultural competency and safety in their workplaces and service delivery. This position will provide practical support and build partnerships to facilitate this process.

The introduction of the Aboriginal Outcomes Strategy (AOS) by the NSW Department of Family and Community Services and the community housing sector's commitment to implement the AOS provides a new impetus to the work to improve outcomes for Aboriginal community housing tenants and to build on the outcomes of the Community Housing for Aboriginal People strategy which included:

- Maintaining an upward trend for Aboriginal households living in mainstream community housing;
- Developing strategies to focus on sustaining Aboriginal tenancies;
- Developing cultural competency tools and resources for mainstream community housing and their contractors;
- Promoting employment opportunities for Aboriginal staff in mainstream community housing; and
- Developing local partnerships of mutual benefit to both Aboriginal and mainstream community housing providers.

Responsibilities

The Aboriginal Partnerships Specialist will be responsible for supporting CHPs to implement the Aboriginal Outcomes Strategy, which aims to reduce negative exits amongst Aboriginal tenants from social housing and to increase positive exits. This work will include the following main elements:

- Supporting Community Housing Providers to implement the Aboriginal Cultural Competency self-assessment tool
- Supporting the development of genuine partnerships between Community Housing Providers and Aboriginal CHPs and the wider community

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- Supporting the development of initiatives to improve outcomes for Aboriginal tenants, including employment partnerships and partnerships to sustain Aboriginal tenancies

CHIA NSW is developing a small team of Aboriginal specialists and the Aboriginal Partnerships Specialist will be expected to work on other projects to support Aboriginal organisations and tenants from time to time.

In addition, the Aboriginal Specialist is expected to make an effective contribution to the achievement of the CHIA NSW 's broader objectives as an industry peak body.

Work Environment

CHIA NSW aims to promote a dynamic, challenging, collaborative, safe and supportive working environment, which enables staff to focus on the achievement of the organisation's intended outcomes. Individuals will be expected to manage their workload independently and work in partnership with others, both within and outside the organisation.

The position is based in our Sydney office at Redfern.

Key Work Areas

The full range of work areas for the Aboriginal Partnerships Specialist are listed below:

1. Advocacy and partnership building
2. Providing tailored cultural competency support
3. Sector co-ordination

1. Advocacy and partnership building

- To identify and build partnerships between key stakeholders such as CHPs, Aboriginal Community Housing Providers, Government and its agencies and other NGOs including Homelessness NSW and other networks.
- Advocate and influence CHP staff and boards and other key stakeholders

2. Tailored cultural competency support

- To provide consistent and in-depth resourcing for the community housing sector to support its commitment to build its levels of Aboriginal cultural competency
- Provide onsite workshops and other support to facilitate the take up of the Aboriginal Cultural Competency Standards Self-assessment tool to CHPs and to support CHPs in using it and other techniques to support culturally competent practice
- This will include regional travel and webinar delivery of training and workshops
- Contribute to the development of policy and practice for the community housing sector so that it is culturally appropriate.

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3. Sector co-ordination

- Support an Aboriginal staff network convened by CHIA NSW
- Contribute to a community of practice facilitated by FACS
- Sharing best practice culturally competent service delivery across the community housing sector
- To contribute to the development of regional partnerships of Aboriginal and non-Aboriginal community housing providers
- Co-ordinate a project governance group that will help to co-ordinate work with the homelessness sector, FACS' Aboriginal Outcomes teams and the NSW Aboriginal Community Housing Industry Association (ACHIA)

4. General Duties

- Participate in other projects to support Aboriginal CHPs and tenants such as capacity building in Aboriginal Community Housing, supporting the work of the new peak body for Aboriginal CHPs - ACHIA.
- Participate in the general activities of the organisation including major events such as the regular affordable housing conferences
- Work with colleagues to build a positive and collaborative workplace culture
- Work with colleagues to develop effective workplace communication practices
- Carry out other duties as requested by the CEO or Manager, Business Development

Identified position

This is an Aboriginal - identified position. Applicants must be of Aboriginal or Torres Strait Islander descent (pursuant to Section 14 (d) of the Anti-discrimination act.) and Confirmation of Aboriginality will be required.

Employee's Signature

Date

Manager's Signature

Date

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Selection Criteria

Essential

- This is an identified position and applicants must provide Confirmation of Aboriginality
- Excellent training and workshop facilitation skills
- Excellent advocacy skills
- Demonstrated ability to run Aboriginal cultural competency and cultural safety events
- Demonstrated experience in engaging Aboriginal and mainstream organisations
- Ability to provide effective co-ordination services
- Excellent communication and presentational skills with the ability to engage stakeholders of all levels
- Knowledge and understanding of the cultural, social and economic needs of Aboriginal people in NSW
- Knowledge and understanding of the challenges and barriers that affect Aboriginal communities and organisations in NSW
- Ability to work independently and as part of a cross-functional team

Desirable

- Knowledge and experience in any of the following fields - governance, housing management, asset management, or financial management
- Knowledge and experience of event management
- Ability to review and collect data and prepare reports
- Social or community housing experience or experience in a related field
- Understanding of the purpose of a member-based Association
- Knowledge of regulatory systems
- Strategy development
- Budget management