



POSITION DESCRIPTION

Position title	Senior Project Officer, Maranguka Justice Reinvestment Project
Employment status	12 month contract
Employer organisation	ALS NSW ACT Just Reinvest NSW is auspiced by the ALS NSW ACT
Position reports to	Backbone Coordinator, Maranguka Project Director, Maranguka Justice Reinvestment Project
Salary range	\$72,000 - \$78,000 (dependent on experience, skills, qualifications as demonstrated in your application and interview). Inclusive of superannuation.
Location	Maranguka Hub, Bourke, NSW
Position contact	Nicole Mekler Coordinator, Just Reinvest NSW 0412 483 170 nicole@justreinvest.org.au

This is an Aboriginal/Torres Strait Islander identified position which is a genuine occupational qualification and is authorized under section 14(d) of the Anti-Discrimination Act 1977.

PRIMARY OBJECTIVE

The Senior Project Officer (Maranguka Justice Reinvestment Project) is responsible for facilitating and supporting the cross-sector collaboration needed to achieve the Projects goals relating to young people, including:

- Participating in the cross sector working group and working to embed the strategies to support young people and their families into all parts of the Bourke community;



- Working in a small multi-disciplinary team whose role is to enable a whole-of-community collaborative response to achieve better outcomes for young people and their families with a particular focus on issues relating to the criminal justice system;
- Ensuring that young people in Bourke participate in decision-making and evaluation;
- Helping to build the communication strategy and processes to ensure the collaborators, partners and stakeholders are connected to and engaged with the Project.

REPORTING RELATIONSHIPS

The position reports directly to the Backbone Coordinator, Maranguka and the Project Director, Maranguka Justice Reinvestment Project.

The position holder is a staff member of the Project team and as such will contribute together with other work colleagues in collaborative team work and team building.

ORGANISATIONAL ENVIRONMENT

The Aboriginal Legal Service NSW/ACT Limited (ALS) is a public company limited by guarantee and registered charity. It is primarily funded by the Australian Government Attorney-General's department and managed by an Aboriginal Board and governed by the ALS Company. The Company consists of thirty Aboriginal people from NSW and ACT and Company members are elected for three-year terms and represent their community.

The ALS is one of the largest Aboriginal legal practices delivering legal services to Aboriginal people in Australia. With over 200 staff, we provide information and referral, legal advice and court representation in criminal law, family law and care and protection law to Aboriginal men, women and children in 22 offices across urban, regional and remote NSW and ACT.

The ALS aims to provide culturally appropriate information and referral, legal advice and court representation to Aboriginal and Torres Strait Islander men, women and children in NSW and ACT. We assist in criminal law, children's care and protection law, and family law and we provide information and referral for civil law matters. We also assist with community legal education, custody notification and prisoner through-care in the ACT, tenancy advocacy and community based programs/projects.

The ALS is committed to achieving justice for Aboriginal people and the Aboriginal community. This is achieved by: ensuring the ALS remains committed to being community focussed; being fearless in our advocacy; accountable and ethical and aiming to make a difference to create better futures; while also acknowledging and respecting Aboriginal traditional values and cultural practices.



Just Reinvest NSW

Just Reinvest NSW is a coalition of organisations and individuals that have come together to address the significant over-representation of Aboriginal young people in custody through a Justice Reinvestment framework.

Justice Reinvestment is a place-based, data-driven approach to justice that builds stronger communities by redirecting money that would be spent on prisons into early intervention, crime prevention and diversion.

In 2013, Just Reinvest NSW began a partnership with the Aboriginal community in Bourke to implement the first major justice reinvestment trial in Australia, the Maranguka Justice Reinvestment Project in Bourke.

The Maranguka Justice Reinvestment Project

The Maranguka Justice Reinvestment Project, a partnership with Just Reinvest NSW, is a highly innovative initiative that uses a Collective Impact approach to reduce youth offending and incarceration, build alternative pathways for young people, and increase community safety.

The Project sits within a larger transformative, whole-of-community agenda for change called Maranguka – *to care for others*. Maranguka and the Justice Reinvestment Project are amongst the most innovative, Aboriginal-led social change programs in Australia.

The Bourke Tribal Council has developed goals, measures and strategies for the Maranguka Justice Reinvestment Project focused on 3 key areas:

- Early childhood;
- 8-18 year-olds;
- The role of men in the community.

Using a collective impact approach, the Maranguka Justice Reinvestment Project team will facilitate the implementation of the community's goals, measures and strategies

KEY COMMUNICATIONS

This is a key position within the ALS and the Project and high level plain English written and oral communication skills are essential to meeting the requirements of the role, as well as a hands-on practical and flexible approach to problem solving.

Internal: The position holder will liaise closely with the Backbone Coordinator and the Executive Director of Maranguka as well as the external Project Director (Sydney-based), and interact daily



with the other Project team members. Communication and relationship with key management and staff of the ALS may also be required.

External: Externally the position holder will be required to establish and maintain regular contact and engagement with the community. They will also be required to maintain positive contact and relationships with the relevant government service providers, law and justice bodies and other related project stakeholders.

CHALLENGES

Major challenges faced by the position are:

- The position holder is tasked with developing and implementing innovative 'try and test' approaches and working with services to overcome systemic barriers to delivering better outcomes for young people and their families;
- Coordinating Maranguka Hub check-in meetings and ensuring follow-up actions are completed;
- Ensuring the voice of young people in Bourke plays a key role in decision-making and evaluation;
- Developing appropriate facilitation and cross sector collaboration and learning approaches to achieve the community's goals regarding outcomes for young people and their families;
- Participating in and organising community participation and engagement as well as working as part of a team to develop necessary communication strategies and processes;
- Working as part of a small multi-disciplinary team in achieving a whole-of community collaborative response to achieve better outcomes for young people and their families;
- The position holder must manage work priorities in a varied work environment and ensure that community expectations are properly addressed;
- Maintain knowledge and information of current and or proposed local social community issues and trends, which may impact upon the project, particularly those that relate to initiatives and amendments to policy and legislation.

DECISION MAKING

The position holder makes decisions about prioritising allocated work, ensuring timely intervention and effective support. The position holder ensures that team members, general operations and



Project service delivery issues are resolved consistent with the ALS policies, procedures and delegations of authority;

Decisions outside those delegated to the position holder must be referred to Executive Director. The position holder provides advice and support to Project team members.

MAJOR ACCOUNTABILITIES

- Developing and implementing innovative 'test and try' approaches, with a particular focus on reducing the contact of young people with the criminal justice system;
- Working with services and agencies to overcome systemic barriers to delivering better outcomes for young people and their families;
- Supporting the Maranguka Youth Advisory Council and ensuring the voice of young people in Bourke plays a key role in decision-making and evaluation;
- Participating in cross sector working groups and assisting the Backbone Coordinator and Executive Director to embed the strategy into all parts of the Bourke community;
- Working as part of a small multi-disciplinary team whose role is to enable a whole-of-community collaborative response to achieve better outcomes for young people and their families;
- Helping to build the communication strategy and processes to ensure the many collaborators, partners and stakeholders are connected to and engaged with the Project;
- Provide communication to community, government agencies, law and justice bodies and other project stakeholders;
- Develop and maintain stable, productive, professional and collaborative intra-office working relationships between all team members;
- Attend and participate in any management meetings, seminars, workshops and training and development activities as required;
- Provide considered, independent, balanced and professional advice;



KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED

Essential Criteria

- Aboriginality - this is an identified position under Section 14 (d) of the *Anti-Discrimination Act, 1977*.
- Knowledge and appreciation of the cultural and social needs of Aboriginal people combined with continuing respect and support for Aboriginal cultural practices in dealing with clients, their families communities and staff.
- Relevant qualifications and demonstrated experience in facilitating significant social change through community development and partnership-based approaches.
- Excellent interpersonal skills, including the ability to influence people and organisations.
- Proven skills and experience in facilitating collaboration, learning and planning with diverse stakeholders.
- A proven track record of building effective communication strategies and activities with an unwavering focus on results and impact.
- A demonstrated understanding of the importance of early intervention and prevention
- Well-developed interpersonal, influencing, communication, negotiation and people management skills and excellent oral and written communication skills.
- Ability to work independently, to apply sound judgment when dealing with matters and proven experience in project management delivery.
- Demonstrated commitment to the effective implementation of Workplace Health & Safety and Ethical and Diversity practices in the workplace

Desirable Criteria

- Previous experience working in an Aboriginal and/or Torres Strait Islander community-based organisation.