



SNAICC

National Voice for our Children

SNAICC
National Voice for our Children
Aboriginal and Torres Strait Islander Corporation
27 Budd Street
Collingwood Vic 3066

Position Description

Job Title:	Director, THRYVE WA - Aboriginal and Torres Strait Islander Early Years
Reporting To:	<ul style="list-style-type: none">The Director will report to the CEO of SNAICC in the initial stage of program establishment.
Terms and Conditions:	<ul style="list-style-type: none">Full-time position based in WA, location flexibleSalary range commences at \$130,000 per annum depending on experience (plus super, plus salary packaging arrangements).Three-year contract with potential to extend, subject to ongoing project funding.

Overview of role

- THRYVE WA sits within the **National Intermediary Pilot Project** of SNAICC – National Voice for our Children. This is a new initiative that aims to represent, build and grow the community-controlled early childhood education and care (ECEC) sector across the country.
- SNAICC is establishing Pilot Intermediaries across three (3) states over the next three years. THRYVE NSW Intermediary support services was established in 2021 and Western Australia and Victoria are currently in the co-design phase.
- The state pilot Intermediaries (THRYVE NSW, THRYVE WA and THRYVE Victoria) will act as a support-based service for the community-controlled ECEC sector, providing representation and leadership in areas such as: workforce development and training, service quality, networking and communities of practice, policy and system development.
- The role will be suitable for an experienced entrepreneurial leader, with skills in areas such as stakeholder management, sector reform, advocacy and organisational management.
- The Director will have a solid understanding of and experience in supporting principles and practice relating to Aboriginal and Torres Strait Islander community control and self-management in community services.

This position is identified for Aboriginal and/or Torres Strait Islander people and exemption is claimed under Subsection 8 (1) of the Racial Discrimination Act 1975.

<p>Organisational Context</p>	<p>Established in 1981, <i>SNAICC – National Voice for our Children</i> is the National Peak Body in Australia for Aboriginal and Torres Strait Islander children. SNAICC’s vision is that Aboriginal and Torres Strait Islander children, young people and families are protected, our communities determine their own futures, and our cultural identity is valued.</p> <p>We work to amplify the voice of community and the sector for the fulfilment of the rights of our children.</p> <p>SNAICC is governed by a Board of Directors: Aboriginal and Torres Strait Islander leaders from the early years, child safety, development and well-being sectors.</p> <p>SNAICC plays a key role in the following areas:</p> <ul style="list-style-type: none"> • <u>Community and sector voice</u>: SNAICC engages with Aboriginal and Torres Strait Islander community and the sector to understand their needs and aspirations and give a strong voice to these perspectives. We also communicate back to and with community on key issues, programs and projects; • <u>Research, policy and leadership</u>: SNAICC seeks to understand and share what works to drive better outcomes for Aboriginal and Torres Strait Islander children and families and translate this into policy and practice; • <u>Sector development</u>: SNAICC works with and supports the sector to enhance the quality, access and sustainability of services.
<p>Reporting Relationships</p>	<ul style="list-style-type: none"> • The Director will report to the SNAICC CEO. • The Director will work collaboratively with the Intermediary National Pilot Team including the National Program Manager and all State THRYVE Directors, and the SNAICC divisions on various projects and programs. • The Director will liaise as necessary with others including members of the SNAICC Board and Council, and strategic partners.
<p>SNAICC Funding</p>	<ul style="list-style-type: none"> • SNAICC is primarily government-funded. • Funding is also obtained from other sources through project submissions, philanthropic contributions, and applications to non-government organisations. • As with all SNAICC staff, this position is subject to ongoing funding.
<p>Travel</p>	<ul style="list-style-type: none"> • The THRYVE WA office is still to be established. The location can be flexible and subject to CEO endorsement. • Travel is required to understand the needs of and support WA Aboriginal and Torres Strait Islander early learning services, as well as to engage with decision-makers at a state and federal level.
<p>Key Duties</p>	<p>Executive leadership and management</p> <ul style="list-style-type: none"> • Lead the establishment of an innovative statewide WA support service (THRYVE WA) that will support the quality, growth and development of WA Aboriginal and Torres Strait Islander community-controlled early years services • Lead all service operations and management, including the establishment of structures, processes and procedures • Lead THRYVE WA’s contribution to the evaluation of the National Intermediary Pilot.

	<ul style="list-style-type: none"> • Employ staff, establish and maintain positive, culturally safe and high performing work culture, and oversee daily operations of service. • Align and build capability of team to ensure high quality delivery of service strategy in a cohesive, consistent and effective manner. • Advocate for the priority needs and interests of WA Aboriginal early years services. • Collaborate with SNAICC staff on SNAICC’s national approach to supporting and advocating for the community-controlled early years sector. <p>Creation of strategic partnerships</p> <ul style="list-style-type: none"> • Establish and maintain strong and ongoing relationships with key partners and stakeholders. This includes the participating WA Aboriginal early years’ service leaders to ensure that all service activities reflect and support the strengths of Aboriginal and Torres Strait Islander leadership and control in service delivery, and address participating service priorities. • Identify and lead engagement with relevant partners in early education, education, family support, health and other relevant sectors. <p>Entrepreneurial, business and fundraising skills</p> <ul style="list-style-type: none"> • Drive innovation, including over time expansion to other models of Aboriginal early years services and the development of new Aboriginal early learning services. • Design and implement a business plan and fundraising strategies to generate sustainable income for the ongoing operation of the service. • Periodically review and improve processes to achieve service objectives. • Manage timelines, resources, budgets and the quality and effective completion of all deliverables. • Manage relationships with project funders, including philanthropists and government funders and complete project reporting as required. <p>Strategic advice, facilitation and problem solving</p> <ul style="list-style-type: none"> • Provide strategic advice to participating WA Aboriginal early learning services, and support problem solving and development of solutions. <p>Other duties as required</p>
--	--

KEY SELECTION CRITERIA

This is a critical leadership role, responsible for the creation, development, management and financial sustainability of a statewide WA Aboriginal and Torres Strait Islander early learningsupport service.

We are looking for an enthusiastic and accomplished Aboriginal or Torres Strait Islander entrepreneur, with business development and leadership experience, who can support a thrivingWA Aboriginal and Torres Strait Islander early learning sector that enables children and families to thrive.

Your values, vision and approach are just as important as the skills and experience that you bringto the role.

1. Aboriginal and Torres Strait Islander background with broad knowledge and a solid understanding of issues impacting upon Aboriginal and Torres Strait Islander children andfamilies, and commitment to the rights, needs and aspirations of Aboriginal and Torres Strait Islander children and families.
2. Strong leadership skills and significant experience in a senior management position,including:
 - strategic leadership of an organisation and staff
 - development of strategic, business and operational plans
 - evidence of fundraising skills and experience and understanding of financialsustainability and financial management.
3. Demonstrated experience in the successful establishment of an innovation, organisation orbusiness.
4. Knowledge of workplace obligations and experience in leading and cultivating workplacepractices and behaviours that promote, support and maintain a safe, healthy, equitable, diverse and respectful workplace.
5. Demonstrated capacity to establish and maintain effective collaborative professional relationship and partnerships with a broad range of stakeholders across non-government, government, philanthropic, and Aboriginal and Torres Strait Islander community.
6. Demonstrated advocacy skills, including the ability to engage with and influencegovernment.
7. Outcomes oriented and capacity to deliver meaningful results while valuing culture,difference and diversity.
8. Working knowledge of early childhood education and care (ECEC) policies and the serviceoperational context in Australia, or the capacity to develop this quickly.
9. Relevant tertiary qualifications and experience in education, health, management,business or a relevant field.

FURTHER INFORMATION AND CLOSING DATE

Applications are required by **9am AEST on Monday 6 June 2022**.

Applications must include:

- a brief **cover letter** outlining why you are applying for the position
- written responses to how you meet each of the key selection criteria, including short examples demonstrating your proficiency for each criteria

- a resume with your skills, experience and qualifications, relevant to the Director, THRYVE WA pilot
- names and contact details for two or more recent referees.

All applicants will be notified of the progress or outcome of their application. The successful applicant will be required to have or obtain a current Working with Children Check and a National Police Check.

Please email applications recruitment@snaicc.org.au

For general information about SNAICC, visit the [SNAICC website](#).

For specific questions about the role please contact:

Adele Cox - National Sector Development Manager, SNAICC on M 0484 007 761