



SNAICC

National Voice for our Children

SNAICC - National Voice for our Children

Aboriginal and Torres Strait Islander Corporation
Level 27 Budd St, Collingwood VIC 3066

Position Description

Position Title:	Early Education Innovation and Research Lead	Business Unit:	THRYVE NSW
Salary	Salary will be commensurate with qualifications and experience. Commences at \$120,000	Reports to:	Director THRYVE NSW
		No. Direct Reports:	N/A
Employment Type:	Fixed Term – 3 years	FTE:	1.0

Established in 1981, **SNAICC – National Voice for our Children** 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.

We work to amplify the voice of community and the sector for the fulfilment of the rights of our children. 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.

SNAICC plays a key role in the following areas:

- **Community and sector voice:** 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;
- **Research, policy and leadership:** 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;
- **Sector development:** SNAICC works with and supports the sector to enhance the quality, access and sustainability of services.

Business unit	THRYVE NSW is part of a new initiative within SNAICC – National Voice for our Children, that aims to represent, build and grow the community-controlled early childhood education and care (ECEC) sector across the country. The 3 THRYVE pilot sites (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.
Project Summary	Working with our early years services and leaders, SNAICC-National Voice for our Children is embarking on an initiative with Parkville Institute Ltd to co-develop, trial and evaluate evidence informed intensive early childhood education and care (ECEC) program for Aboriginal and Torres Strait Islander children. This is an initiative in partnership with Parkville Institute and Social Ventures Australia (SVA). The development of the ECEC program model will be a community led design process that will bring together community knowledge and practice, Aboriginal and Torres Strait Islander knowledge and wisdom, and relevant insights and learnings from the Early Years Education Program model. This is an Australian designed centre-based early education and care model that supports children and families living with significant social disadvantage and family stress so that children can enter school as confident and

	<p>successful learners, developmentally on par with their peers. It is a multi-disciplinary model that offers high quality early education and care, infant mental health and family support, in partnership with families and local community organisations and agencies.</p> <p>Parkville Institute is overseeing the three-year replication of the Early Years Education Program in three sites and are working with SNAICC and SVA on this community led process to co-develop and trial an Aboriginal and Torres Strait Islander specific program. An expression of interest process will confirm the preferred Victorian Aboriginal and Torres Strait Islander service provider shortly.</p> <p>The role of the Early Education Innovation and Research Lead has a dual focus:</p> <ul style="list-style-type: none"> • to lead the community leadership co-development process to build from the wisdom of our early years knowledge and practice to develop an intensive ECEC model, and • to employ qualitative research methodologies to document and analyse the process and write up both the model and the co-development process. <p>This model will be informed by local Aboriginal and Torres Strait Islander voice, our evidence and knowledge as well as insights from the Early Years Education Program model.</p> <p>With Parkville Institute and SNAICC, the Lead will work with the selected service, families, children, Elders, national Aboriginal and Torres Strait Islander experts to document, draft and finalise the program.</p> <p>The Lead will provide support with engaging the local Aboriginal and Torres Strait Islander community to ensure that local perspectives are recognised and respected in the development of the intensive ECEC model to ensure it is culturally grounded, holistic, strengths based and responsive to the needs of local Aboriginal and Torres Strait Islander children and families.</p> <p>The Lead will work closely with appointed evaluators to ensure a culturally safe and effective evaluation framework is built around the new intensive ECEC model to help build the evidence base for Aboriginal and Torres Strait Islander early years programs, including how it can enable and support positive outcomes for Aboriginal and Torres Strait Islander children.</p> <p>The role will be suitable for an experienced researcher with leadership skills, experienced in community engagement, and the ability to work autonomously within a community context.</p> <p>Additionally, the role will require:</p> <ul style="list-style-type: none"> • Familiarity with undertaking genuine co-development with our families and communities and capacity for strengthening initiatives with community • Skills in areas of writing, program development and facilitation 	
<p>Position Characteristics:</p>	<p>Scope:</p>	<p>The Early Education Innovation and Research Lead will report to the SNAICC Sector Development Manager and work collaboratively with Parkville Institute and Social Ventures Australia in the establishment of the community led intensive ECEC model.</p> <p>The position will be based at the THRYVE NSW office in Wollongong, although this is negotiable.</p> <p>Travel is required to work closely with the selected NSW community in the development of this program.</p>

	Significant internal/external relationships:	<ul style="list-style-type: none"> • SNAICC CEO and executive leadership group • Aboriginal & Torres Strait Islander Early Years Services in NSW • Social Ventures Australia • Parkville Institute (Melbourne University) • Members of other SNAICC teams: Strategic Engagement and Communications; Sector Development; Policy & Research; THRYVE.
	Special Conditions:	<i>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.</i>
	Delegations:	In accordance with SNAICC's Board/CEO delegations and quality requirements, policies and procedures.
Qualifications	Relevant tertiary qualifications and experience in early childhood development, education, health, social work or a relevant field.	
Key Responsibilities:		
Community led co-development		
<ul style="list-style-type: none"> • Lead and facilitate a process of community leadership with the selected ECEC service provider and Parkville Institute to co-develop an intensive ECEC program responsive to community need. • Build strong relationships with local service and community stakeholders. • Develop strategies to engage, support and capture diverse perspectives from local Aboriginal and Torres Strait Islander community stakeholders, including from leaders and Elders, service providers and educators as well as children and families to ensure development of a high quality and culturally strong intensive ECEC model for Aboriginal and Torres Strait Islander children. • Provide advice and support regarding the design, development, implementation and evaluation of a new high quality ECEC model that engages and empowers the voice of local Aboriginal and Torres Strait Islander community members and leaders, and which leads to children being able to enter school as confident and successful learners. Work with the selected service provider to ensure that community stakeholders are kept updated on progress and development in the program. 		
Documenting ECEC program model		
<ul style="list-style-type: none"> • Draft the intensive ECEC program model and test with participants of the co-development process. • Document the process of community lead co-development, including processes, learnings, challenges and insights. 		
Evaluation		
<ul style="list-style-type: none"> • Engage local Aboriginal and Torres Strait Islander leaders, Elders, services and community members to provide local voice and context for the development of evaluation framework and strategies for assessing the outcomes for children. • Facilitate and support the connection between appointed evaluators and service and community stakeholders. • Advise evaluators to ensure culturally safe and effective evaluation framework. • Ensure local perspectives are reflected within the evaluation framework and in implementation strategies. • Other duties as required 		

Expressions of Interest

SNAICC is seeking expressions of interest for this role - **Early Education Innovation and Research Lead**
We invite you to provide a 1-page letter sharing with us why you are interested in this role and a copy of your CV by **COB Monday 26th September 2022**.

Please email applications recruitment@snaicc.org.au

For further information on the project please call **Anne Kennedy 0410 166 324**.