



**SNAICC**

National Voice for our Children

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Aboriginal and Torres Strait Islander Corporation

Level 27 Budd St, Collingwood VIC 3066

## Position Description

<b>Position Title:</b>	<b>Early Education Innovation and Research Lead</b>	<b>Business Unit:</b>	Sector Development
<b>Salary:</b>	<b>SNAICC Scale: PM2</b> Commencing at \$120,000 pro rata	<b>Reports to:</b>	National Workforce Advisor Early Years
		<b>No. Direct Reports:</b>	N/A
<b>Employment Type:</b>	<b>Fixed Term – 3 years</b>	<b>FTE:</b>	0.6
<p>Established in 1981, <b>SNAICC – National Voice for our Children</b> 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. 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"> <li>• <b>Community and sector voice:</b> 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;</li> <li>• <b>Research, policy and leadership:</b> 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;</li> <li>• <b>Sector development:</b> SNAICC works with and supports the sector to enhance the quality, access and sustainability of services.</li> </ul> <p>This is a collaborative project with Parkville Institute, an innovative research and practice institute that seeks to improve the life trajectories of young children experiencing significant social disadvantage and family stress.</p>			
<b>Business unit</b>	<p>SNAICC's Sector Development unit aims to build the capacity of Aboriginal and Torres Strait Islander community-controlled organisations to ensure children have access to high-quality and sustainable services. The team also leads the development of various partnerships to build the capacity of mainstream non-government organisations to provide culturally safe and secure services. The team manages sector and membership engagement and delivers targeted training and support activities, tailored to the service profiles and operating context of organisations. Looking forward, the team will also seek to elevate the workforce challenges and opportunities faced by early learning services.</p>		

<b>Project Summary</b>	<p>This partnership initiative between SNAICC, The Parkville Institute, Culunghutti Aboriginal Early Years Service and Social Ventures Australia (SVA) is to co-develop, trial and evaluate an evidence informed intensive early childhood education and care (ECEC) program, for Aboriginal and Torres Strait Islander children.</p> <p>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 an intensive early childhood education and care program that was trialled in Victoria. 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 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>The role of the Early Education Innovation and Research Lead is to:</p> <ul style="list-style-type: none"> <li>• work closely with the Aboriginal Project Lead to develop and document the co-developed ECEC model.</li> <li>• employ qualitative research methodologies to document, critically analyse the co-development process to build the evidence base on co-development and co-design.</li> </ul> <p>The Research Lead will work with Parkville Institute, the appointed external evaluation team, and the Aboriginal Project Lead (based at Cullunghutti Aboriginal Early Learning Centre), to ensure a culturally safe and effective evaluation framework is built around the new intensive ECEC model.</p> <p>The role will require an individual that has demonstrated skills in:</p> <ul style="list-style-type: none"> <li>• qualitative research</li> <li>• leadership and innovation</li> <li>• high level communication (written and oral)</li> <li>• program development &amp; design</li> <li>• working collaboratively within an Aboriginal Torres Strait Islander community context</li> </ul>	
<b>Position Characteristics:</b>	<b>Scope:</b>	<p>The Early Education Innovation and Research Lead will report to the National Workforce Advisor Early Years, within SNAICC managing the project, and work collaboratively with Parkville Institute, Cullunghutti Aboriginal Child &amp; Family Centre and Social Ventures Australia in the establishment of the community led intensive ECEC model.</p>

		The position will be split between the THRYVE NSW office in Wollongong, and Cullunghutti Aboriginal Child & Family Centre, although this is negotiable. Regular travel is required to work closely with Cullunghutti ( South Nowra) in the development of this program.
	Significant internal/external relationships:	<ul style="list-style-type: none"><li>• SNAICC CEO and executive leadership group</li><li>• Cullunghutti Aboriginal Child &amp; Family Centre</li><li>• Social Ventures Australia</li><li>• Parkville Institute</li><li>• Commonwealth Dept of Education</li><li>• Members of other SNAICC teams: Strategic Engagement and Communications; Sector Development; Policy &amp; Research; THRYVE; Corporate Service.</li></ul>
	Special Conditions:	<b><i>Aboriginal and Torres Strait Islander people are strongly encouraged to apply.</i></b>
	Delegations:	In accordance with SNAICC’s Board/CEO delegations and quality requirements, policies and procedures.
<b>Qualifications</b>	Relevant tertiary qualifications and demonstrated experience in research related field, preferably within an Aboriginal Torres Strait Islander child and family or health context.	
<b>Key Responsibilities:</b>		
<ul style="list-style-type: none"><li>• Ensure evidence-based literature and research informs the development of the ECEC model.</li><li>• Facilitate and or co facilitate co-development workshops with key stakeholders with the Aboriginal Project lead.</li><li>• Engage with academics and other national Aboriginal and Torres Strait Islander experts as required.</li><li>• Co-develop and maintain research data base with internal stakeholders.</li><li>• Draft, seek input on and finalise the intensive ECEC program model and test with participants in the co-development process.</li><li>• Document the process of community led co-development, including processes, learnings, , challenges, enablers, and outcomes.</li><li>• Liaise and co-ordinate stakeholder meetings as required by Parkville institute.</li></ul>		
<b>Evaluation</b>		
<ul style="list-style-type: none"><li>• Advise evaluators to ensure culturally safe and effective evaluation framework.</li><li>• Ensure local perspectives and data sovereignty principles are reflected within the evaluation framework and in implementation strategies.</li></ul>		
<b>Communication and dissemination</b>		
<ul style="list-style-type: none"><li>• Prepare summary research briefs for diverse audiences.</li><li>• Prepare presentations for conferences and other forums.</li><li>• Present findings of co-development process at various meetings, forums, and events.</li><li>• Work in collaboration with Aboriginal Project lead to ensure cultural and emotional safety of families for duration of project.</li><li>• Develop communication strategy and adapt as necessary for duration of project.</li></ul>		

- Translate research knowledge into cultural narrative in collaboration with stakeholders and research participants, including but not limited to, written documentation, video, audio, arts.
- 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 your skills as relevant to the project summary, and a copy of your CV by **3<sup>rd</sup> March, 2023**

Please email applications [recruitment@snaicc.org.au](mailto:recruitment@snaicc.org.au)

For further information on the project please call **Miranda Edwards M: 0401249739**