



POSITION DESCRIPTION

First Nations Social and Emotional Wellbeing Support Worker

ABOUT UNITING

Our purpose: To inspire people, enliven communities and confront injustice.

Our values: Bold, Respectful, Imaginative and Compassionate.

At Uniting, we believe in taking real steps to make the world a better place. We work to inspire people, enliven communities and confront injustice. Our focus is always on the people we serve, no matter where they are at in their life. With a vision for disrupting entrenched disadvantage, we know that we must take action so that **First Nations people and communities are strong, thriving and self-determining.**

Our services are in the areas of aged care, disability, child and family, community services, and chaplaincy and we get involved in social justice and advocacy issues that impact the people we serve. As an organisation we celebrate diversity and welcome all people regardless of disability, lifestyle choices, ethnicity, faith, sexual orientation or gender identity. We commit to respecting children and take action to keep them safe.

Uniting is the services and advocacy arm of the Uniting Church NSW & ACT and as such Uniting leaders understand, support and can express the mission and purpose of the Uniting Church.

ABOUT THE ROLE

This identified position provides culturally safe, strengths-based, trauma-informed and recovery-oriented psychosocial support to Aboriginal people experiencing mental health challenges.

Working alongside consumers, families, kin, carers, communities and service partners, the Aboriginal Mental Health Support Worker supports people to achieve their recovery goals in ways that strengthen self-determination, cultural identity, connection to family, kin, community and Country, and social and emotional wellbeing.

The role contributes to culturally responsive service delivery through the application of Uniting's Aboriginal Service Delivery Principles, advocacy for Aboriginal consumers, collaboration with Aboriginal Community Controlled Organisations and community partners, and participation in continuous service improvement initiatives.

CULTURAL SAFETY AND SHARED ACCOUNTABILITY

Uniting is committed to self-determination, cultural safety, and culturally responsive service delivery.

While this role contributes cultural knowledge, community connection and practice expertise, responsibility for culturally safe services is shared across all employees, leaders and teams.



The Aboriginal Mental Health Support Worker is not solely responsible for cultural education, cultural decision-making or representing the views of all Aboriginal people and communities. Cultural safety is a collective organisational responsibility.

ROLE KEY ACCOUNTABILITIES

Consumer Support and Recovery

- Collaboratively develop, implement and review recovery plans and goals with consumers, families, kin, carers, clinicians and service providers.
- Support consumers to exercise choice, agency and self-determination in decisions affecting their wellbeing and recovery.
- Deliver strengths-based, trauma-informed and recovery-oriented psychosocial support.
- Promote social and emotional wellbeing through culturally safe and person-centred approaches.
- Support consumers to develop skills, confidence, independence and meaningful community participation.
- Promote access to education, employment, training, housing and community participation opportunities.
- Support consumers to identify and strengthen cultural, family, community and social connections that contribute to wellbeing and recovery.

Aboriginal Community and Cultural Connection

- Build and maintain respectful relationships with Aboriginal communities, Aboriginal Community Controlled Organisations, Elders, community leaders and service partners.
- Support consumers to connect or reconnect with family, kin, community, culture and Country where identified by the consumer as important to their wellbeing.
- Assist the service to strengthen culturally responsive and community-informed practice.
- Participate in local Aboriginal community engagement activities where appropriate and aligned to service objectives.

Aboriginal Service Delivery Principles and Cultural Safety

- Apply Uniting's Aboriginal Service Delivery Principles across assessment, planning, engagement, referral and service delivery activities.
- Ensure cultural identity, strengths, preferences and aspirations are reflected within support and recovery planning.
- Advocate for culturally safe and responsive service pathways for Aboriginal consumers.
- Identify and escalate barriers, systemic issues or practices that may negatively impact culturally safe service delivery.
- Contribute to the development and continuous improvement of culturally safe policies, procedures and practices.

Partnerships and Collaboration

- Collaborate with multidisciplinary teams, Local Health Districts, Primary Health Networks, Aboriginal Community Controlled Organisations and community services.
- Facilitate referrals and coordinated support pathways.
- Share information appropriately and maintain effective working relationships with stakeholders to improve consumer outcomes.





- Work collaboratively with internal teams to strengthen integrated service delivery.

Quality, Reporting and Continuous Improvement

- Maintain accurate and timely case notes, reports and consumer records in accordance with organisational and legislative requirements.
- Participate in supervision, reflective practice and professional development activities.
- Contribute to service improvement, innovation and quality initiatives.
- Participate in cultural capability development and continuous learning.
- Support evaluation and reporting activities that contribute to improved outcomes for Aboriginal consumers.

ABOUT YOU

You are passionate about supporting Aboriginal people and communities and understand the importance of culture, identity, self-determination and social and emotional wellbeing.

You build trusted relationships, work collaboratively with others and are committed to culturally safe and recovery-oriented practice.

ROLE DIMENSIONS

Your Directorate: Communities

Reporting line: Team Leader/Service Manager

ENTERPRISE SKILLS FRAMEWORK ALIGNMENT

Core Skills:

- Person-centred, Inclusive, Safety, Quality.

People Skills:

- Communication, Collaboration, Relationship Building, Advocacy, Culturally Responsive Practice, Stakeholder Engagement, Reflective Practice, Problem Solving.

Job Specific Skills:

- Mental Health Care, Casework Support, Community Engagement, Client Assessment, Client Monitoring and Evaluation, Suicide Intervention, Reporting.

Knowledge Areas:

- First Nations Social Emotional and Wellbeing (SEWB), Mental Health, Recovery Practice, Trauma-Informed Practice, Working with First Nations Families and Communities, Government Systems and Processes, Alcohol and Other Drugs (desirable depending on program context)

QUALIFICATIONS & EXPERIENCE

Experience:

- Certificate IV in Mental Health, Community Services, Peer Work or another relevant qualification.



- Aboriginality is a genuine occupational qualification authorised under Section 14(d) of the Anti-Discrimination Act 1977.
- Demonstrated understanding of Aboriginal social and emotional wellbeing.
- Demonstrated understanding of self-determination, cultural safety and culturally responsive practice.
- Demonstrated understanding of the impacts of colonisation, racism, intergenerational trauma and systemic inequity on Aboriginal people and communities.
- Experience supporting people experiencing mental health challenges and psychosocial needs.
- Demonstrated ability to develop and implement recovery-oriented support plans.
- Demonstrated ability to build respectful relationships with Aboriginal people, families, communities and organisations.
- Knowledge of local Aboriginal services and referral pathways, or the ability to rapidly develop this knowledge.
- Strong communication, relationship-building and stakeholder engagement skills.
- Ability to work independently and collaboratively within multidisciplinary teams.
- Demonstrated experience maintaining accurate records and using client management systems.

Even better:

- Mental Health First Aid qualification.
- ASIST or other suicide intervention training.
- Current First Aid Certificate.
- Experience working with Aboriginal Community Controlled Organisations.
- Experience within community mental health, psychosocial support or recovery services.
- Experience working with NDIS psychosocial supports.
- Knowledge of local community service systems, housing pathways and health networks.

Employee Name:		Manager's Name:	
		Title	
Date:		Date:	
Signature:		Signature:	

