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## National Indigenous Postvention Advocate (NIPA)

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<b>Location</b>	Multiple Locations – Kimberley, Midwest/Murchison/Gascoyne/Far North Queensland, NSW/ACT, Victoria/Tasmania; South Australia; Central Australia
<b>Position Type</b>	Full Time – 38 Hours per Week Working outside of normal business hours and some travel will be required
<b>Salary</b>	In accordance with the relevant Award Salary Packaging Available
<b>Employment instrument</b>	Underpinned by the Social Community Home Care and Disability Services (SCHADS) Industry Award 2010 and Thirrili Ltd's Organisational Policies and Procedure –
<b>Classification:</b>	SCHADS 2010 -Community Classification –
<b>Delegation:</b>	In accordance with Thirrili Policy and Procedures
<b>Reporting to:</b>	Regional Implementation Manager (RIM)

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## Organisational Overview

### Our Organisation

Thirrili Limited is an established not for-profit company limited by guarantee. Its principle purpose is to contribute to the broader social wellbeing of Aboriginal and Torres Strait Islander people who are disadvantaged by:

- reducing the high rates of suicide through designing, delivering and operating a critical response system to help affected individuals and their extended families cope with suicides and traumatic incidents in their community
- coordinating and supporting the provision of social support, practical assistance and advocacy support to affected individuals and their extended families
- building the capacity of local Aboriginal and Torres Strait Islander communities and service providers to care for and respond to social disadvantage, including suicides and traumatic incidents in their community
- strengthening individual, family and community resilience and social wellbeing, and
- otherwise assisting Aboriginal and Torres Strait Islander people and communities who are disadvantaged or otherwise in need of support and relief.

Since its establishment in early 2017, Thirrili has taken on a national leadership role in the provision of specific postvention support and assistance to its Aboriginal and Torres Strait Islander community. Thirrili Ltd operates from a strengths-based approach delivering on its mission of *“supporting our people and communities to stem suicide and trauma.”*

### Our Mission

Supporting our people and communities to stem suicide and trauma.

## Our Purpose

Thirrili's principal purpose is to contribute to the broader social wellbeing of Aboriginal and Torres Strait Islander people who are disadvantaged by:

- reducing the high rates of suicide through designing, delivering and operating a critical response system to help affected individuals and their extended families cope with suicides and traumatic incidents in their community;
- coordinating and supporting the provision of social support, practical assistance and advocacy support to affected individuals and their extended families;
- building the capacity of local Aboriginal and Torres Strait Islander communities and service providers to care for and respond to social disadvantage, including suicides and traumatic incidents in their community;
- strengthening individual, family and community resilience and social wellbeing; and
- otherwise assisting Aboriginal and Torres Strait Islander people and communities who are disadvantaged or otherwise in need of support and relief.

Thirrili employs a dedicated team of professionals that provides support across all states and territories within Australia to take on this important work.

Head office for the organisation is currently based in Darwin, Northern Territory.

## We deliver

Thirrili delivers the National Indigenous Postvention Service (NIPS) which:

- provides culturally responsive support for Aboriginal and Torres Strait Islander families affected by suicide-related trauma
- strengthens community capacity and resilience in communities where there have been high levels of suicide to better respond to critical incidents and strengthen service system coordination, and
- supports systems change through advocacy on emerging issues, sharing our learnings of good practice, participating in networks to address critical issues to stem suicide and providing training and support to services providers delivering postvention support.

## Our Values

Our values include:

- providing respectful and responsive support
- working in trauma informed and culturally safe ways
- honesty and integrity in our relationships
- working collaboratively with communities, and
- strengthening resilience and wellbeing of communities.

## Position Overview

Reporting to the RIM, this role works within a strong community development framework to provide critical postvention services (NIPS) to individuals, families and communities impacted by suicide and trauma.

Fundamental to the NIPS program is the deep connection NIPA staff have within communities ensuring NIPAs deliver culturally responsive services to clients. NIPAs have strong understanding of community development, working within a community development framework to enhance stakeholder relationships and develop and maintaining connections with other relevant service providers and referral partners.

NIPAs focus approximately 65% of their time working directly with clients delivering postvention support services (including administrative and project management functions) and 35% of their time undertaking community capacity building work.

## Relevant Qualifications and Work Experience

- Relevant qualifications, which may include Certificate IV, Diploma, Graduate Diploma or Bachelor of Community Development; Indigenous Studies or other relevant field including psychology; social work; youth work or other related human service
- Demonstrated experience in working in interagency partnerships to strengthen the health, social and emotional wellbeing of Aboriginal and Torres Strait Islander communities
- Demonstrated understanding of the underlying principles of good practice associated with working in trauma informed ways with Aboriginal and Torres Strait Islander communities, providing culturally safe care, and building community resilience and wellbeing.

## Essential Criteria

- Experience in working with Aboriginal and Torres Strait Islander people and communities.
- A sound understanding of the contributing factors associated with suicide in Aboriginal and Torres Strait Islander communities and the elements of culturally responsive interventions to support communities minimise harm, build resilience and strengthen social and emotional wellbeing.
- A good understanding of the health and community service system to support people at risk of suicide and build resilience amongst individuals, families and communities
- Well-developed oral and written communication skills.
- Ability to analyse data and prepare reports, complex correspondence and briefings.
- Well-developed interpersonal skills as the role will require the NIPA to represent Thirrili at meetings with a wide range of stakeholders such as other service providers and government bodies.
- Well-developed community development skills and community engagement skills.
- Ability to build strong partnerships with Aboriginal and Torres Strait Islander communities, service providers and government departments.
- Capacity to work independently and exercise sound judgement, whilst being a good team player
- A genuine commitment to act in accordance with service's mission and values

## Mandatory

Motor Vehicle Driver's Licence  
Satisfactory National Police Record Check  
Satisfactory Working with Children Check

## Special Conditions

**Being Aboriginal or a Torres Strait Islander is mandatory as it is a genuine occupational requirement for this position.**

The successful candidate will be required to travel to other areas within Australia as required.

It is anticipated that travel away from the position base will be required.

Thirrili Ltd will meet accommodation and travel expenses in accordance with organisational policies. As the program/service is required to respond to suicide trauma, which is unpredictable in timing, the incumbent is expected to be flexible and responsive with their availability to work and travel.

### **Other-EEO**

The filling of this position is intended to constitute a special/equal opportunity measure under the relevant Commonwealth, State or Territory legislation.

**The position is therefore only open to Aboriginal or Torres Strait Islander applicants.**

### **Organisational Expectations**

Compliance with organisational policy, procedures including code of conduct.

### **Performance appraisal**

Formal reviews are conducted annually. Performance is monitored against the key skill requirements and capabilities.

## Major Functions / Accountabilities

### Position responsibilities and scope

#### **1. Postvention Service Delivery**

- a) Provide a culturally sensitive and timely postvention service to bereaved individuals, families and communities who experience suicide by telephone, other electronic means or in person when necessary involving:
  - assessing the immediate needs of the individuals, families, and communities
  - identifying appropriate local service providers, particularly in relation to cultural sensitivity and working with clients to determine suitability
  - assisting families access emergency relief (ERF) support in a timely manner in accord with organisational policies and procedures
  
- b) In partnership with clients develop and implement a Through Care Plan focused on longer term needs which includes:
  - facilitating connection to appropriate local service providers to ensure a holistic and coordinated response is provided to meet identified needs, and advocating on behalf of individuals and families as required
  - supporting individuals and families to access services and supporting service providers to deliver responsive services as required
  - monitoring ongoing supports to ensure services are appropriately supporting people and assisting service providers develop a coordinated care plan where requested

#### **2. Interagency Partnerships and Referral**

Enhance critical responses to suicide events, trauma or circumstances that could trigger suicide or other traumatic events at the local level by:

- Working with frontline service responders including police and relevant health services and community agencies, to develop protocols for identifying and responding to critical incidents
- Developing interagency warm referral pathways to support the needs of bereaved individuals, families and communities

- Strengthening family and community trust and relationships with the service system
- Working with identified cultural and traditional healing programs/responses to meet the bereavement support needs of clients
- Strengthening culturally responsive and holistic needs assessment, care planning and care coordination.
- Promoting Thirrili's Postvention Service through traditional and/or social media.
- Monitoring demand levels and participating in collection of data to support the identification of individual, family and community needs.

### **3. Record Keeping**

Using the Online Record System (ORS) ensure:

- Maintenance of current, accurate client files, plans and records for each critical incident response in accordance with organisational policies
- Accurate, regular reporting of program/service data in accordance with organisational policies as required
- Compliance with the Privacy Act, 1988 (Cth) and organisational policy and procedures in relation to collecting, storing and sharing sensitive client information
- Compliance with organisational policies relating to the collection and release of suicide data and information to the Department of Prime Minister and Cabinet

### **4. Practice Leadership and Professional Development**

Contribute to an action learning culture that supports the development of an evidence base on effective interventions to reduce Aboriginal and Torres Strait Islander suicide rates and improve service quality by:

- Working in collaboration with the Practice team
- Working in accord with organisational policies and procedures and contributing to the achievement of NIPS goals.
- Participating in evaluation activities of the service as required.
- Monitoring and reporting on key tasks and outcomes whilst working with individuals, families and communities to build the evidence base and support continuous quality improvement.
- Participating in support and self-development activities including regular debriefing and practice supervision sessions to support Advocate self-care
- Undertaking training and professional development activities
- Participating in annual planning processes to set priorities for each calendar year, including attending project planning meetings and workshops as specified

### **5. Health, Safety and Wellbeing Requirements**

- Participate in and contribute to Occupational Health Safety and Wellbeing (OHS) activities to ensure a safe work environment for staff and clients.
- Comply with Thirrili Ltd OHS policies and procedures to ensure the achievement of a safe working environment and culture.
- Report all incidents, injuries and potential hazards in a timely manner.
- Be aware of, and consider, the risks associated with your everyday work and apply appropriate mitigation measures
- Where appropriate, participate in workplace inspections, accident reporting and investigations.

- Thirrili Ltd is a smoke free workplace.

I accept the roles and responsibilities outlined in the position description.

Employee: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Manager: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_