



THIRRILI

Indigenous Suicide Prevention Advocate (ACT)

Location:	Australian Capital Territory (ACT)
Classification	SCHADS Level 5
Position Type:	Full Time – 38 Hours per Week (Fixed Term Contract to 30 June 2026) Working outside of normal business hours and some travel will be required
Employment instrument:	Underpinned by the Social Community Home Care and Disability Services (SCHADS) Industry Award 2010 and Thirrili Ltd Organisational Policies and Procedure
Delegation:	In accordance with Thirrili Policy and Procedures
Reporting to:	Regional Indigenous Suicide Support Coordinator, ACT
Salary	Per Award, salary packaging available

Organisational Overview

Thirrili Ltd is uniquely positioned as Australia's only national Indigenous Suicide postvention service. Ours is an Aboriginal Community Controlled Organisation, established to support individuals, families and communities impacted by suicide through bereavement and healing journeys. We do this through the provision of case management and community capacity building.

Our vision

All our families and communities have healed from trauma and choose to live their lives in acknowledgment of our deep ancestral connections, drawing on cultural ways of knowing, being and doing, and supporting our people to thrive and flourish in this and future generations.

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.

Our purpose

The principal purpose of Thirrili Ltd is to provide support to Aboriginal and Torres Strait Islander peoples suffering grief, loss and trauma from the impact of suicide. We work with communities to:

- support the development and implementation of self-determined plans to prevent future suicide.
- Influence policy development and program design by demonstrating the value of Aboriginal-community controlled postvention services as a key contribution to Indigenous suicide prevention strategies.

- Provide expert, evidence-informed advice to drive systems change on a jurisdictional and national level to support healing through social and emotional wellbeing of suicide-impacted families.
- Advocate for funding to Aboriginal-led and controlled services to deliver culturally safe and responsive services with Aboriginal and Torres Strait Islander peoples; and
- Strengthen individual, family and community resilience and wellbeing through the delivery of a critical response system to support affected individuals and families after their experience of suicides and traumatic incidents.

Position Overview

Reporting to the Regional Indigenous Suicide Support Coordinator, ACT, the Regional Indigenous Suicide Prevention Advocate (Advocate) works within a strong community resilience restoration framework to provide Regional Indigenous Suicide Prevention Support Services to individuals, families and communities impacted by mental health issues, suicide and other fatal trauma.

The Advocate focus approximately 80% of their time working directly with clients and community members delivering suicide prevention, intervention, postvention and after-care support services (including administrative functions) and 20% engaging with other stakeholders, including government, Aboriginal organisations and non-government service providers.

Fundamental to the ACT Aboriginal and Torres Strait Islander Suicide Prevention, Intervention, Postvention and Aftercare program is the deep connection Advocates have within communities ensuring they deliver culturally appropriate services to clients. Advocates have strong understanding of community engagement and resilience restoration principles, working with an approach to enhance stakeholder relationships and develop and maintain connections with other relevant service providers and referral partners.

Major Functions / Accountabilities

Position responsibilities and scope

1. Prevention Service Delivery

Provide a culturally sensitive service in all community engagement activities with community members, schools, youth groups and all other key stakeholders.

- Take responsibility for identifying opportunities to support community-based suicide prevention, intervention, postvention and after care supports, services and activities
- Establish formal partnerships with health service providers, including first responders, support services, specialist organisations, schools and dedicated youth groups in the region
- Strengthen and further develop working relationships with specialist services, peak bodies, research organisations and advocacy groups to meet the needs of the priority groups in the region
- Facilitate effective interagency coordination to address social targets for suicide prevention across the region

- Facilitate events and training to create community dialogue and inspire action
- Strengthen community-based suicide prevention activities, local resilience restoration and leadership identification
- Collaborate with local stakeholders to strengthen suicide prevention protocols, establish ways to reduce access to means of suicide and map pathways to care to appropriate services and support.

2. Intervention Service Delivery

In consultation and collaboration with ACT Aboriginal communities:

- Develop and provide culturally sensitive service delivery that includes established intervention activities, processes, or initiatives
- Establish warm referral pathways negotiating access to and if needed adjustment of service delivery models of other suicide prevention, intervention, postvention and aftercare services.

3. Postvention Service Delivery

Provide a culturally sensitive and timely postvention local support service, by telephone, other electronic means or in person, when necessary, to bereaved individuals, families and communities who experience suicide or loss by other fatal traumatic incidents, when necessary, which includes (but not limited to):

- Participating in rosters to provide a national 24 hours a day, seven days a week service response in accord with screening and assessment protocols
- Assessing the immediate, short, medium, and long term needs of individuals, families, and communities and lead development of individual and Family after-Care Plans and community resilience restoration plans
- Maintaining regular contact with all service providers to ensure services are continuing to provide ongoing support and provide support as required in developing capacity to deliver culturally responsive postvention support
- Ongoing monitoring of client and service provider engagement and provide support to strengthen relationships or address issues that prevent effective engagement
- Regularly submitting program data in accord with organisation policies
- Assisting families access emergency relief (ERF) support in a timely manner in accord with organisational policies and procedures.

4. After- Care Service Delivery

In partnership with clients develop and implement a Through Care Plan focused on longer term needs which includes:

- Facilitating connection to culturally 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, including cultural and traditional healing programs/responses to meet the needs of Clients
- Monitoring ongoing supports to ensure services are appropriately supporting people and assisting service providers develop a coordinated care plan when requested
- Supporting individuals and families access services where a lack of trust exists, and support service providers deliver responsive services as required.

5. 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 through community engagement 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.
- Strengthening culturally responsive and holistic needs assessment, care planning and care coordination
- Monitoring demand levels and participating in collection of data to support the identification of individual, family and community engagement needs
- Undertake and lead community resilience restoration activities in the region as a high priority for support and develop and work to a Resilience Plan, which will include regular visits to communities and engagement with various community groups, organisations and service providers.

6. Record Keeping

Using the Online Record System (ORS) ensure that all Plan goals are documented in the ORS and:

- Maintain timely, current, accurate client files, plans and records for each Client and incident response in accordance with organisational policies
- Ensure accurate, regular reporting of program/service data in accordance with organisational policies as required
- Comply with the Privacy Act, 1988 (Cth) and organisational policy and procedures in relation to collecting, storing, and sharing sensitive client information
- Comply with organisational policies relating to the collection and release of suicide and related data and information to the National Indigenous Australian Agency (NIAA) and the ACT Government.

7. Practice Leadership and Professional Development

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

- Working in accordance with organisational policies and procedures and contributing to the achievement of Thirrili's goals
- Participate in evaluation activities of the service as required
- Monitor and reporting on key tasks and outcomes whilst working with individuals, families, and communities to build the evidence base and support continuous quality improvement
- Participate in support and self-development activities including regular debriefing and practice supervision sessions to support Advocate self-care
- Contribute to and participate in regular Case Review meetings for all active clients
- Undertake training and professional development activities in accordance with organisational priorities and as identified in Personal Development Plans.

8. Health, Safety and Wellbeing Requirements

- Participate in and contribute to Workplace Health Safety and Wellbeing activities to ensure a safe work environment for staff and clients
- Comply with Thirrili Ltd Workplace Health Safety and Wellbeing 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

Additional duties may be assigned as needed, beyond those explicitly listed, to meet the evolving needs of the role.

In addition, Thirrili seeks a set of attributes amongst all employees. These attributes being:

- Culturally safe and responsive in practice.
- Proficient at working closely with diverse teams.
- Trauma informed; and
- Ability to work in a hybrid workforce model – in-office or remotely.

Qualifications and Work Experience

- Qualifications in either Mental Health; Social & Emotional Wellbeing; Counselling; Psychology; Social Work or Aboriginal Health Workers/Practitioners or other relevant disciplines are mandatory, together with at least 3 years' experience in provision of clinical, mental health, or suicide prevention experience is strongly preferred.
- 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

- Well-developed oral and written communication and interpersonal skills, including representation and negotiation
- Demonstrated experience in working with Aboriginal and/or Torres Strait Islander peoples and communities including the ability to support community engagement and capacity building and development.
- Demonstrated experience in documenting activities in a data base (for example case notes, client plans etc.), preparation of reports and correspondence
- Demonstrated ability to engage with service providers – both Government and non-Government, including Aboriginal and Torres Strait Islander organisations

- A flexible approach, with strong organisational and planning skills, including the ability to effectively manage time and workload, prioritise tasks, and meet changing circumstances, competing demands, interruptions, and deadlines.
- Demonstrated ability to work with Aboriginal organisations, communities, and individuals in culturally appropriate ways as well as mainstream health organisations.
- Self-motivated and demonstrated ability of working independently, and as an effective team member, promoting cooperation and commitment to achieve goals.
- Knowledge of government policies and practices and the ongoing impact of colonisation on indigenous people and community.
- Understanding of the Principles of Recovery Orientated Mental Health Practice.

Mandatory

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

** Registration/licences that are essential requirements of this role must always remain current and valid whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled or has its conditions altered.*

Special Conditions

Being Aboriginal or a Torres Strait Islander is mandatory as it is a genuine occupational requirement for this position. *The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth).*

It is required that all Thirrili staff facilitate, lead and support community engagement activities where the strategic plan requires our participation, and this is inclusive of promotion of those events and reporting. It includes contributions to key communications channels, such as newsletters, social media and contract reporting.

It is also a prerequisite that staff, will from time to time, be required to manage and lead national/state/regional meetings/events/ functions based in their jurisdictions, with support from their Managers and Coordinators.

All Thirrili staff are expected to promote the organisation's strategic goals, present the organisation as a professional and respectful culturally immersed service, and represent Thirrili positively to external stakeholders and communities.

As the organisation is required to respond to suicide and trauma, which is unpredictable in timing, the incumbent is expected to be flexible and responsive with their availability to work and travel to other areas from the position base and within Australia as required.

Thirrili Ltd will meet accommodation and travel expenses in accordance with organisational Policies and the relevant ATO Determination.

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

Employee: _____ Date: _____

Signature: _____

Manager: _____ Date: _____

Signature: _____