



Recruitment Information Package

Assisting you in your
application to join our
team

www.ireach.org.au

(08) 8531 1303

Our Vision.

“Healthy and resilient people and communities”

Our Values.

iinclusivity & diversity

Rrespect & compassion

Eempowerment

innovAtion

Cconnection

Hhope



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Position Information

Position Title	headspace Aboriginal Cultural Program Specialist
Working Location	Murray Bridge, South Australia
Classification	iREACH RURAL HEALTH EBA 2025 – iREACH 4
Job Status	0.8 – 1.0 FTE
Pay	\$45.10 - \$47.19/hour
Applications Closing Date	Friday, September 5th at 5:00 PM

About Us

iREACH Rural Health is a values-driven, not-for-profit organisation dedicated to delivering innovative health services across regional South Australia. We are committed to improving the well-being of young people, families, and communities through trauma-informed, person-centred care.

We're looking for an **Aboriginal Cultural Program Specialist** to support the Cultural Team in working with First Nations young people and their families. The role focuses on providing culturally safe psychosocial supports that strengthen social and emotional wellbeing, while maximising opportunities for young people.

To find out more about our organisation, please visit: www.ireach.org.au/About-Us and <https://headspace.org.au/headspace-centres/murray-bridge/>

Why Join iREACH Rural Health?

At iREACH, we are driven by a clear vision for the future and guided by our core values, which shape the way we work, support our teams, and deliver services to the community. We are committed to creating a workplace where you feel valued, supported, and inspired to make a difference.

Employee Benefits Include:

- **Generous Salary Packaging:** Benefit from attractive salary packaging arrangements, and a meal and entertainment card (up to \$15,900 tax-free).
- **Competitive Remuneration:** Receive a salary that recognises your skills and experience.
- **Employee Assistance Program:** Support services are available for staff and their families.
- **Professional Development:** Opportunities for professional growth and clinical supervision.
- **Paid Parental Leave:** Available for eligible employees.
- **Flexible Work Options:** Flexibility to support work-life balance and family-friendly practices.
- **Annual Leave:** 5 weeks for full-time employees (pro-rata for part-time).
- **Personal Leave:** 10 days for full-time employees (pro-rata for part-time).
- **Wellness Leave:** 2 additional days each year, on top of other leave entitlements.



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iREACH is proud to be an **equal opportunity employer**. We are committed to building a diverse workforce and strongly encourage applications from:

- Aboriginal and Torres Strait Islander peoples
- LGBTIQ+ communities
- People with disability
- Individuals from culturally and linguistically diverse backgrounds

How to Apply

To be considered for this position, applicants must address the Selection Criteria outlined in the Job Description. Applications that do not address the Selection Criteria will not be considered for an interview.

Please ensure your application includes:

1. Cover Letter – addressing all Selection Criteria
2. Current Resume – including your qualifications and experience
3. Contact Details for Two Referees – professional references preferred

Submit your complete application via the relevant job advertisement on SEEK.

For further information about the role or application process, please contact:

Rachel Faulkner

headspace Murray Bridge Centre Manager

Phone: (08) 8531 2122

Email: rachelf@ireach.org.au



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POSITION DESCRIPTION

Aboriginal Cultural Program Specialist

CLASSIFICATION: iREACH RURAL HEALTH EBA 2025 – iREACH 4
(dependent on qualifications and experience - salary sacrifice arrangements are available)

AUTHORISED BY: Chief Executive Officer

UPDATED: August 2025

PART A – POSITION DETAILS

Position Purpose:	<p>The Aboriginal Cultural Program Specialist supports the Cultural Team in working with First Nations young people and their families. The role focuses on providing culturally safe psychosocial supports that strengthen social and emotional wellbeing, while maximising opportunities for young people.</p> <p>This position works closely with the Centre Manager and Clinical Team Leader to ensure the delivery of culturally responsive and effective mental health support services.</p>
Reports To:	headspace Murray Bridge Centre Manager

PART B – KEY POSITION RESPONSIBILITIES

Key Result Areas	Accountabilities
Leadership & Support	<ul style="list-style-type: none">Understand the psychosocial program contract and, in collaboration with the Centre Manager, ensure program activities align with contractual obligations and iREACH's strategic priorities.Partner with the Centre Manager and Clinical Lead to ensure innovative, culturally safe services are delivered to young people and their families.Support the Cultural Team to work effectively alongside the clinical team and program partners in delivering psychosocial services to Aboriginal young people.Take initiative in workload management, ensuring tasks and reporting requirements are met within deadlines.Model professional and ethical practice, representing iREACH and the Cultural Team at partnership and network meetings.
Operations	<ul style="list-style-type: none">Provide psychosocial support and wellbeing activities for Aboriginal young people and their families.Support the Cultural Team to ensure compliance with contractual requirements and collaboration with headspace teams and partners.Work with cultural contractors and team members to deliver cultural activities and workshops.Build strong partnerships with Aboriginal health organisations, schools, and mental health services to develop responsive services for young people.



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	<ul style="list-style-type: none"> Participate in clinical reviews and partnership meetings to ensure services provided are culturally safe and clinically appropriate.
Safety & Compliance	<ul style="list-style-type: none"> Monitor and implement risk management processes to ensure safe, high-quality services. Maintain current knowledge of Work Health & Safety (WHS) requirements. Ensure program activities comply with contractual, legislative, and reporting requirements.
Industry/ Community Engagement	<ul style="list-style-type: none"> Actively participate in local, state, and national meetings, conferences, and forums as agreed with the Centre Manager. Collaborate with stakeholders to deliver workshops and activities for Aboriginal young people and their families.

PART C – POSITION REQUIREMENTS

Requirement	Accountabilities
Qualifications and Skills	<p>Essential</p> <ul style="list-style-type: none"> Certificate or training in Youth Work, Mental Health, or Aboriginal Health. Demonstrated ability to support teams and deliver innovative services for First Nations people. <p>Desirable</p> <ul style="list-style-type: none"> Training in Social and Emotional Wellbeing, Narrative Therapy, or similar.
Knowledge and Experience	<p>Essential</p> <ul style="list-style-type: none"> Strong understanding of the Social and Emotional Wellbeing framework for First Nations young people. Experience providing psychosocial support and activities that strengthen cultural identity and community connection. Knowledge of youth mental health issues and cultural factors influencing wellbeing. Understanding of local Aboriginal services and networks, with the ability to form effective partnerships. Experience maintaining case notes and using client databases. Commitment to continuous improvement and implementing service enhancements. Proficiency with Microsoft Office and well-developed computer skills. <p>Desirable</p> <ul style="list-style-type: none"> Experience supporting a First Nations workforce and fostering culturally safe workplaces.



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	<ul style="list-style-type: none"> Experience delivering programs that combine cultural activities with psychosocial support.
Personal Attributes	<p>Essential</p> <ul style="list-style-type: none"> Ability to collaborate within a multidisciplinary team. Skilled in supporting cultural consultants and Youth Workers. Strong partnership-building ability with organisations to create cultural programs. Ability to work effectively with young people from diverse backgrounds (including gender, sexuality, and culture). Strong initiative and problem-solving skills within program guidelines.

PART D – KEY PERFORMANCE INDICATORS

Indicator	Measure	Description
Staff Engagement	<ul style="list-style-type: none"> Support 100% of staff to attend and engage in cultural program activities 	<ul style="list-style-type: none"> Foster a supportive and open culture that builds team engagement.
Staff Development	<ul style="list-style-type: none"> Ensure 100% of team members complete required training, meet accreditation standards, and progress development plans. 	<ul style="list-style-type: none"> Actively support the completion of required training with team members. Support team members to complete activities in their development plans.
Community Experience	<ul style="list-style-type: none"> Achieve at least 80% positive client and group feedback. Collect and respond to feedback to drive service improvements. 	<ul style="list-style-type: none"> Support team members to gather client feedback. Implementation of any service improvements, following feedback from young people and groups. Implement recommendations identified through the investigation of complaints.
Compliance	<ul style="list-style-type: none"> No breaches of policy, legislation, or contractual guidelines. 	<ul style="list-style-type: none"> Support the cultural team to deliver services and activities within contractual guidelines and iREACH policies.
Conduct	<ul style="list-style-type: none"> Consistently demonstrate iREACH values in approach and outcomes. 	<ul style="list-style-type: none"> Consistently demonstrate the iREACH values, ensuring an equal focus on the approach to delivery as well as the outcome.

Specific performance levels should be agreed with the manager for each performance period.

PART E – ORGANISATIONAL RESPONSIBILITIES

Key Result Areas	Accountabilities
Work Health & Safety	<ul style="list-style-type: none"> Ensure, as far as reasonably practicable, that employees, visitors and contractors, whilst at an iREACH worksite, are safe from injury and risk to health Abide by the organisation's WHS policies and direction as set out in the iREACH Operations Manual and headspace Clinical Governance framework



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	<ul style="list-style-type: none"> • Avoid adversely affecting the health or safety of any other person through any act or omission at work, and in particular, so far as is reasonable, shall: <ul style="list-style-type: none"> ○ Use any equipment provided for health or safety purposes ○ follow any reasonable instruction that the employer may give concerning health or safety at work ○ comply with the WHS policy in the workplace ○ ensure that they are not, by the consumption of alcohol or a drug, in such a state as to endanger their safety at work or the safety of any other person at work. • Responsible for protecting their own health and safety at work, as well as co-workers & clients
Customer Service	<ul style="list-style-type: none"> • Maintain high standards of service for external and internal stakeholders.
Child Protection	<ul style="list-style-type: none"> • Hold a current National Police Certificate in compliance with the South Australian Children and Young People (Safety) Act 2017. • Undertake the following Department of Human Services (DHS) screening check: Working with children check (WWCC) • Maintain a current Child Safe Environments training certificate or complete required training within 3 months of employment.
Compliance	<ul style="list-style-type: none"> • Support the aims and objectives of iREACH through understanding and upholding the iREACH Strategic Plan • Understand and comply with all policies, procedures and any reasonable direction whilst demonstrating professional workplace behaviours in accordance with the iREACH Code of Conduct • Display a commitment and passion for iREACH core values
Legislative Requirements	<ul style="list-style-type: none"> • Professional Codes of Conduct and Ethics – complying and practising within relevant Federal and State Legislation and the professions code of practices/ethics. • Equal Opportunities Legislation – promoting and ensuring implementation of policies, procedures, and the prevention of harassment, bullying and intimidation
Personal Development	<ul style="list-style-type: none"> • Participate in an annual Performance Management and Development Review program
Mobility	<ul style="list-style-type: none"> • Must hold a current SA driver's licence • Able to use own vehicle for work purposes, for which reimbursement of costs at the current Modern Award Rates will be made • Support intrastate and interstate travel when required, which may involve overnight absences