



POSITION DESCRIPTION FIRST NATIONS EDUCATION LEADER – IDENTIFIED

For more information about this position, please contact Matt Hawkins, Principal, Marlene Moore Flexi Schools Network.

E: Matt.Hawkins@ereafsn.edu.au

M: 0414 272 798

Role Title	First Nations Education Leader
Location	The position will have a base in Brisbane on Turrbal Country, but will regularly travel to the four sites within the Network: Hemmant on Quandamooka/Yuggera Countries, and Deception Bay, Noosa and Gympie on Gubbi Gubbi/Kabi Kabi Countries.
Contract	Continuing Full Time
Start Date	17 January 2022
Applications Close	4pm, Monday 27 September
Applications To	MMRecruitment@ereafsn.edu.au
Reports To	Leader of Staff Formation and Professional Practice, Marlene Moore Flexi Schools Network
Conditions	In addition to the position’s substantive salary, the position will attract a Tier 3 Middle Leadership Allowance in accordance with the <i>Catholic Employing Authorities Single Enterprise Collective Agreement Diocesan Schools Queensland 2019-2023 – Schedule 1.3</i> . The successful candidate will also receive a laptop, mobile phone and motor vehicle allowance.

FOUNDATION STATEMENT

Edmund Rice Education Australia (EREA) seeks to respond to the needs of young people disenfranchised and disengaged from education. They provide a place and an opportunity to re-engage in a suitable, flexible learning environment. Flexible Learning Centres (FLCs) seek to build honest and authentic relationships with young people, their families, and communities, supporting and celebrating the uniqueness and dignity of each person. FLCs are guided by the vision of Edmund Rice about the empowering service of education, to achieve personal and community liberation through educational experiences that enable transformation.



PRINCIPLES OF OPERATION (RESPECT, PARTICIPATION, SAFE AND LEGAL, HONESTY)

All employees of the Marlene Moore Flexi School Network adhere to the concepts of Common Ground and Operation by Principles. All Flexible Learning Centres operate under this framework and this is a significant point of difference from mainstream schooling. The principles establish a “common ground” among staff, young people and families where the means to resolve conflict, negotiate learning, recognise rights and responsibilities are modelled and explored, both within the group and individually.

BACKGROUND

Marlene Moore (1945-1995) was a proud Wakka Wakka woman who worked on the staff of the first FLC at Logan in the 1980's. A member of the Stolen Generations who was taken from Gayndah to Cherbourg at the age of two along with her seven brothers and sisters, Marlene left at the age of 15 and worked as a domestic. She married and moved to Logan in 1975 where she raised six children. Marlene decided to return to study at Kangaroo Point TAFE College, where she completed studies in Welfare. She also went on to complete Early Childhood Studies through the Creche and Kindergarten Association. Marlene was appointed Indigenous Liaison Worker within Centre Education where she also worked as live-in caretaker. Her last few years were spent proudly working as the Indigenous Liaison Officer at Logan Hospital. Marlene passed away in 1995 aged 50.

Marlene Moore Flexi Schools Network (MMFSN), named in honour of Marlene, is an initiative of EREA. MMFSN offers a full-time and multiyear secondary education and social inclusion program for disenfranchised young people across four school campuses: Hemmant, Deception Bay, Noosa, and Gympie. Young people may express a broad range of complex education and social needs and MMFSN FLCs respond with a variety of flexible and innovative social inclusion and learning experiences.

MMFSN provides young people with a varied and holistic set of learning experiences supporting them to identify and pursue an individual transition to adulthood, employment, further education and training and social connectedness. Young people who attend include Indigenous and non-Indigenous young people who are disengaged from mainstream education for a range of reasons and include:

- ❖ Those who have had contact with the juvenile justice system;
- ❖ Those in the care of the Office of Children and Families;
- ❖ Those with a history of trauma;
- ❖ Those with a history of extended periods of unexplained absences;
- ❖ Those who are highly mobile;



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- ❖ Those with mental illness or at risk of engaging in self-harming behaviours or substance abuse;
- ❖ Those who have been excluded or repeatedly suspended from school;
- ❖ Those who are homeless;
- ❖ Those who are young parents;
- ❖ Those with a generational history of early school leaving;
- ❖ Those with a generational history of unemployment.

Currently, there are approximately 400 Young People and 100 staff across the Marlene Moore Flexi Schools Network. Over 20% of currently enrolled Young People identify as Aboriginal and/or Torres Strait Islander across the Network. The MMFSN Network Support Team consists of the Principal, Administration/HR Officer, Business Manager, Accountant/Payroll Officer, Finance/Administration Support Officer, Risk and Compliance Officer, Leader of Learning and Pedagogy, Inclusive Education Co-ordinator, Leader of Staff Formation and Professional Practice, and First Nations Education Leader.

PRIMARY ROLE

The **First Nations Education Leader** is an identified position, in response to the Network's articulated strategic direction: *Aboriginal and Torres Strait Islander First Nations Peoples – Communities, Connections, Diversity*. The MMFSN Strategic Plan 2020-2024 outlines four key goals within this strategy:

1. Strengthen community connections and relationships with local Aboriginal peoples, communities, and Elders;
2. Educate all young people and staff about Indigenous peoples, cultures, and Australian histories;
3. Maintain high staff expectations for improved educational outcomes to better serve First Nations young people;
4. Increase our Aboriginal and Torres Strait Islander perspectives in all aspects of school community, culture and practices.

For this position, it is an equal opportunity measure that applicants must be of Aboriginal and/or Torres Strait Islander descent as per section 105 of the Queensland Anti-Discrimination Act (1991).

The First Nations Education Leader reports to the Leader of Staff Formation and Professional Practice, Marlene Moore Flexi Schools Network, and is a member of the MMFSN Network Support Team. As a member of the MMFSN Network Support Team, the position has shared responsibility to ensure authentic alignment to the core values of the Network, as articulated in the EREA Charter and the MMFSN Strategic Plan. They have delegated responsibility to lead the Network's approach to:





1. Staff Support, Formation and Professional Development – First Nations Education

- a. Advising the Principal and MMFSN Leadership Team on First Nations education, ensuring an effective strategic approach across the Network;
- b. Professional and pastoral support of all First Nations staff within the Network;
- c. Mentoring of all staff in relation to First Nations education, cultural safety and awareness, and Truth Telling history processes;
- d. Leadership and facilitation of Network professional development opportunities concerning First Nations education;
- e. Oversight and leadership of the First Nations Staff Group and the First Nations Education Network Collaboration Group;
- f. Working in partnership with the MMFSN Leadership Team to implement strategies to engage all staff to drive reconciliation outcomes under the Narragunnawali RAP's at schools.

2. Recruitment and Human Resources

- a. Working in partnership with the Leader of Staff Formation and Professional Practice to develop recruitment strategies and processes which are genuinely inclusive;
- b. Regularly participating in recruitment and selection processes for new staff across the Network;
- c. Leadership and facilitation of aspects of new staff induction processes;

3. Cultural Safety and Awareness

- a. Working in partnership with the Principal, Leader of Staff Formation and Professional Practice, Heads of Campus and local communities to ensure each FLC's practices provide a culturally safe environment for First Nations staff, young people, and families;
- b. Working in partnership with the Risk and Compliance Officer, Heads of Campus and local communities to ensure that venues used for camps, OABL experiences etc, are culturally safe for First Nations peoples;

4. Community Connections and Events

- a. Leading the Network's engagement with significant First Nations events including NAIDOC Week, Sorry Day, Reconciliation Week;
- b. Assisting schools to appropriately celebrate significant events in partnership with local communities;
- c. Enhancing, developing and maintaining relationships and connections with local Elders, communities and relevant agencies in partnership with staff at each school;
- d. Developing and facilitating relevant immersion experiences for staff and Young People;



- e. Liaising with key staff from other EREA and EREAFSN Networks nationally to share ideas and resources;
- f. Overseeing the development and implementation of Reconciliation Action Plans and First Nations Education Strategies for each school;

5. Support for First Nations Young People

- a. Working in partnership with staff, families, and local communities to ensure strategic and effective processes for supporting wellbeing and learning outcomes for First Nations Young People across the Network;

6. Learning and Pedagogy

- a. Working with the Leader of Learning and Pedagogy, Heads of Campus, Middle Leaders, and staff to ensure First Nations Ways of Knowing, Being and Doing inform all aspects of Learning Choices in our schools;
- b. Working with the Leader of Learning and Pedagogy on ensuring that MMFSN pedagogical approaches are inclusive of First Nations learners;
- c. Staying abreast of recent research pertaining to First Nations education and advising key staff accordingly.

7. Other

- a. Carry out duties and tasks that may be reasonably assigned by the Principal from time to time.

APPLICATION PROCESS

Applications are to be submitted via email to MMRecruitment@ereafsn.edu.au by 4pm on Monday 27 September 2021. To apply for this role please provide the following:

- ❖ A **1-page letter** OR **2-minute audio recording** OR **2 minute video recording**, outlining reasons for wishing to apply for this position;
- ❖ Current Curriculum Vitae, outlining previous experience, relevant qualifications and skills
 - Please include the names and contact details of two referees, one of whom being your current employer;
- ❖ A **1 page written summary** OR **1 page annotated image** OR **3 minute audio recording** OR **3 minute video recording**, responding to the statement: *At the end of 2022, I will be very happy if we have achieved these things in the area of First Nations education in the Marlene Moore Network...*

This is an identified position. For this position, it is an equal opportunity measure that applicants must be of Aboriginal and/or Torres Strait Islander descent as per section 105 of the Queensland Anti-Discrimination Act (1991).

Our organisation supports the rights of children and young people and is committed to providing a safe and supportive environment directed at ensuring their safety and wellbeing. All applicants for these positions will be subject to EREA screening procedures.