



## MTWAC - Applicant Information Pack

### Aboriginal Youth Hub Project Lead

#### About MTWAC

Melaythenner Teeackana Warrana (Heart of Country) Aboriginal Corporation (MTWAC) is an Aboriginal community-controlled organisation based in Northern Tasmania. We are committed to supporting the health, wellbeing, and self-determination of Aboriginal people and communities through culturally safe services, programs, and advocacy.

In early 2008, a group of Tasmanian Aboriginal people came together to discuss how Community could be inclusive and have a voice especially in the area of Cultural Heritage and Knowledge. From this meeting, Melaythenner Teeackana Warrana (Heart of Country) Aboriginal Corporation (MTWAC) was born. It currently operates as a not-for-profit organisation with operations centred on Tebrakunna Country (Cape Portland) in Trouwerner (Tasmania).

We work in partnership with Elders, families, and service providers to deliver initiatives that reflect the aspirations of our communities and strengthen connection to culture, Country, and identity.

For more information about our organisation please visit: [mtwac.org.au](http://mtwac.org.au)

#### About the Aboriginal Youth Hub

The Aboriginal Youth Hub is a community-led pilot project being developed by MTWAC in response to community priorities and the Tasmanian Government's youth justice and youth reform agenda. Funded by the Department for Education, Children and Young People (DECYP), the Hub aims to provide access to a culturally safe, community-led space that supports Aboriginal young people to thrive.

The Hub is currently in its design phase, built through extensive consultation with Aboriginal young people, Elders, families, service providers, and government agencies. The next stage is to bring the design to life, establishing the Hub's operations, implementing programs, building referral pathways, and embedding strong connections with schools, service provider organisations and community.

This role will be critical in supporting the implementation and coordination of the Youth Hub pilot, ensuring it delivers on community priorities and contributes to better outcomes for Aboriginal young people across Northern Tasmania.

## About the Role

**Position Title:** Aboriginal Youth Hub Project Lead

**Reports To:** General Manager, Melaythenner Teeackana Warrana (Heart of Country) Aboriginal Corporation (MTWAC)

**Location:** Based in Launceston with regular outreach and stakeholder engagement across the North and Northeast of Tasmania

**Type:** Full-time (initial contract of 12 months, with potential for extension)

**Salary** Social, Community, Home Care and Disability Services Industry Award (SCHADS) Level 5 starting at \$101,000

### Requirements:

- Must hold a current Working with Vulnerable People (WwVP) registration
- Current Driver's Licence and willingness to travel regionally
- Aboriginal and/or Torres Strait Islander people are strongly encouraged to apply

### Position Summary

This is a pivotal role for an experienced and community-minded individual who is passionate about supporting Aboriginal young people. The Aboriginal Youth Hub Project Lead will be responsible for leading the implementation, coordination and continuation of MTWAC's Aboriginal Youth Hub (the Youth Hub) – a culturally safe, community-driven initiative to support young people at risk of youth justice involvement.

The Youth Hub is a pilot program designed through extensive consultation with Aboriginal community members in Northern Tasmania, including MTWAC Director's and Elders, youth service providers, Government agencies and other system stakeholders.

The role blends frontline, relational work with Aboriginal youth and families with strong project coordination, service navigation, and policy development functions. This includes leading implementation activities, building referral pathways, promoting the hub in the broader service system, and ensuring MTWAC's alignment with Child Safe Organisation standards.

Please note this is not a case management or clinical role. The position is designed to walk alongside young people and their families, helping them navigate services, remain connected to education or training, and improve social, emotional and cultural wellbeing.

## Key Duties and Responsibilities

### Youth and Family Support (non-clinical / non-case management)

- Build respectful, trusting relationships with Aboriginal young people and their families, providing culturally safe and strengths-based support.
- Identify barriers to education, wellbeing and safety and assist young people to access the right service pathways and opportunities.
- Support young people to transition into or remain engaged with education, training, or community programs.
- Develop and monitor post-service or program support pathways in collaboration with young people, families, and service providers.
- Promote self-determination and pride in culture, helping young people reconnect with identity, Country and community.

### Project Coordination and Implementation

- Lead coordination and implementation of the Aboriginal Youth Hub pilot program, supporting the roll-out of services, referral pathways, activities, and engagement approaches.
- Maintain accurate and confidential records of youth engagement and service interactions, in line with cultural safety and data sovereignty principles.
- Support the development of youth-focused programs and resources that support social, emotional and cultural wellbeing.
- Promote the Youth Hub across the region, building its profile within service networks, schools, community, and cultural settings.

### Stakeholder and Systems Engagement

- Foster collaborative relationships with local schools, training providers, and community services to support early identification and referral for at-risk students.
- Work closely with service providers, Elders, and community leaders to ensure integrated, culturally safe responses for youth and families.
- Represent MTWAC in youth justice and community safety forums, contributing to a whole-of-system approach to Aboriginal youth wellbeing.

### Policy, Governance and Child Safe Implementation

- Assist MTWAC in becoming a compliant Child Safe Organisation under new regulatory requirements.
- Lead or contribute to the development of internal youth-related policies, procedures, and frameworks that ensure safety, rights-based approaches, and continuous improvement.

- Build the organisation's capacity to uphold child safety, ethical practice, and trauma-aware approaches in all aspects of the Youth Hub operations.

## Key Selection Criteria

### *Essential Qualifications and Experience*

- Demonstrated experience and relevant qualifications in youth work, community services, education, or related field – ideally with Aboriginal young people or families.
- Strong project coordination or service delivery experience, particularly in setting up new programs or community-led initiatives.
- Understanding of systemic barriers affecting Aboriginal youth, including experiences of racism, trauma, disconnection from culture, and the justice system.
- Demonstrated ability to engage with complex systems (e.g. justice, child safety, education) and support young people to navigate them.
- Experience working respectfully and collaboratively in Aboriginal community settings, with a strong commitment to cultural safety and self-determination.
- Excellent written and verbal communication skills, including the ability to develop youth-facing materials and contribute to reports or funding acquittals.
- High-level organisational skills, including ability to manage competing priorities and keep accurate records.

### *Desirable Attributes and Competencies*

- Lived experience as an Aboriginal and/or Torres Strait Islander person, or deep cultural understanding through community immersion and relational work.
- Knowledge of relevant policies and frameworks such as the Aboriginal youth justice reforms, Child Safe Standards, and Closing the Gap.
- Knowledge of trauma-informed care, youth development principles, and social and emotional wellbeing approaches.
- Comfort with ambiguity and the ability to adapt, co-design and evolve service models as the Hub takes shape.
- Experience and capacity to manage a budget and report to funders, including acquittal of grants and progress reporting
- A warm, approachable, and collaborative style, able to hold space for young people while holding systems accountable.

## Scope of the Role

This is a high-trust and high-impact position that sits at the intersection of frontline community work and strategic service system navigation. While the role will not deliver clinical or therapeutic support, it is a central connector designed to help young people and their families feel seen, heard and supported across education, justice, health and community systems.

The role will have independence in leading project work, while being well supported by MTWAC leadership and stakeholders. It will also contribute to long-term sustainability and advocacy for the Youth Hub and associated system change efforts.

### Accountabilities and Reporting

- The role reports to the MTWAC General Manager and may provide input into reporting to funders, advisory groups, or evaluation partners.
- Expected to operate with a high degree of autonomy, professional integrity, confidentiality, and cultural respect.
- Will participate in regular supervision, reflective practice, and peer support as part of MTWAC's commitment to workforce wellbeing.

### How to Apply

Your application should include:

- A cover letter outlining your interest in the role and addressing the selection criteria.
- A current CV/resume.
- Details of how you meet the requirements of this role.

Applications close: **12 September 2025**

Submit to: [admin@mtwac.org.au](mailto:admin@mtwac.org.au)

### Cultural Safety

MTWAC is committed to a culturally safe recruitment process. Aboriginal and Torres Strait Islander people are strongly encouraged to apply.

### Additional Information

For questions about the role, please contact:

**Adam Pennington** – General Manager

Email: [adam.pennington@mtwac.org.au](mailto:adam.pennington@mtwac.org.au) | Phone: 0439 995 690