



Durri Aboriginal Corporation Medical Service

Servicing the Macleay and Nambucca Valleys

ABN 52 730 046 875 ICN 27

With Compliments

Position Application Package

Position Name: Culture, Connection and Wellbeing Worker

Contact Name: Paula Skinner

Telephone: 0439 370 151



Durri Aboriginal Corporation Medical Service
15-19 York Lane
KEMPSEY NSW 2440
T: (02) 6560 2300
F: (02) 6562 7069



Darrimba Maarra Health Outpost
PO Box 131
13/42 Bowra St
Nambucca Heads NSW 2448
T: (02) 6598 6800
F: (02) 6598 6833

All written communications to be addressed to CEO:
PO Box 136
Kempsey NSW 2440

General Conditions of Employment

Position:	Culture, Connection and Wellbeing Worker
Award:	ACCHO
Classification:	Aboriginal Health Worker
Salary:	\$78, 575.64 per annum
Salary packaging:	To calculate your potential benefit follow the link https://eziway.net.au
Application:	Your application should consist of four parts:

1. Selection criteria

Your application must address all the selection criteria, or your application will be marked unsuccessful

1. Aboriginal or Torres Strait Islander descent (***This is an identified position under Section 14D of the NSW Anti-Discrimination Act 1977***)
2. Certificate IV – Mental health or capacity and willingness to complete within an 18 month period.
3. Demonstrated experience with development of community programs
4. Sound knowledge of community health, public health and Aboriginal Health
5. A thorough knowledge of and association with the local Aboriginal community
6. Demonstrated understanding of Social and Emotional Wellbeing principles.
7. Ability to engage individuals and families experiencing complex needs.
8. Experience facilitating community groups and health promotion activities.
9. Demonstrated ability to work independently and within multidisciplinary teams.
10. Experience working with health service agencies, non-government organisation, schools, community groups and medical professionals at all levels

11. Continuous developing professional competence and qualifications
12. High level of written and verbal communication skills
13. Demonstrated ability to work flexibly within tight time schedules and in accordance with variable workload demands
14. Ability to use Microsoft products and the ability to use or willingness to gain proficiency in the Communicare patient information management system
15. Current First Aid Certificate, or ability to obtain
16. Current immunisations or willingness to participate in staff immunisation program including COVID-19 vaccinations
17. Ability to hold all relevant security clearances including National Police Check and Working with Children clearance
18. Current valid driver's license, minimum of Class "C" or equivalent

2. **Completed application form**
3. **Resume**
4. **Supporting documents**

Completed application to: hr@durri.org.au

or

Post marked confidential to:

Application Human Resources
Durri Aboriginal Corporation Medical Service
PO Box 136
Kempsey NSW 2440

Closing Date: Wednesday 16 September 2026 by 5:00pm - no late applications will be accepted.



Durri Aboriginal Corporation Medical Service

Servicing the Macleay and Nambucca Valleys

ABN 52 730 046 875 ICN 27

Application Form

Full Name:

Address:

Email Address:

Contact Numbers:

Date of Birth:

Drivers Licence: ☐ Yes ☐ No Class: Expiry date:

Do you identify as Aboriginal or Torres Strait Islander? ☐ Yes ☐ No

Do you identify as having a disability? ☐ Yes ☐ No

Are you an Australian citizen or permanent resident? ☐ Yes ☐ No

Do you have Working with Children check number? ☐ Yes WWCC No:

Do you have a current National Police check? ☐ Yes ☐ No Date of issue:

Do you have evidence of Vaccinations? ☐ Yes ☐ No

Have you provided evidence of your Qualifications? ☐ Yes ☐ No

Where did you see this position advertised?

Referees	Referee 1	Referee 2
Name:		
Title:		
Organisation:		
Contact Details:		
Email Address:		

Position Description

Position Title: Culture, Connection and wellbeing Worker	Business Unit: Program Management
Reports To: Programs Manager	Direct Reports: NIL
Employment Type: Fulltime	
Position base: Position will be delivered across the Durri Service Delivery Area (Macleay and Nambucca Valley's)	
Purpose:	
The Culture, Connection and Wellbeing Worker is responsible for improving the social, emotional, cultural and spiritual wellbeing of Aboriginal and Torres Strait Islander people across the Macleay and Nambucca Valleys. Working within Durri Aboriginal Corporation's Social and Emotional Wellbeing (SEWB) Program, the position provides culturally safe, trauma-informed and strengths-based support that empowers individuals, families and communities to strengthen their connection to culture, Country, family and community. The role delivers individual support, community engagement, group programs and health promotion activities while working collaboratively with multidisciplinary teams to improve health outcomes and promote healing through culture, connection and community participation.	
Primary Objective:	
The Culture, Connection and Wellbeing Worker will: ➤ Promote and strengthen Aboriginal social and emotional wellbeing through culturally safe service delivery. ➤ Increase connection to culture, Country, family and community. ➤ Deliver prevention, early intervention and community wellbeing programs. ➤ Build resilience, confidence and independence within individuals and families. ➤ Facilitate culturally appropriate healing, education and wellbeing activities. ➤ Improve access to health, social and community support services. ➤ Work collaboratively with multidisciplinary teams to provide integrated, holistic care. ➤ Develop strong partnerships with community members, Elders and external organisations. ➤ Contribute to improved health and wellbeing outcomes for Aboriginal communities throughout the Macleay and Nambucca Valleys.	

Position Dimension & Decision Making Authority:	Key Communication Contacts:	
Without referral to manager – - Routine enquiries from clients, their partners and the community After Consultation Program Manager or others – - Complex client health problems/issues - Actions outside policy and procedure Referred to Program Manager or others – - Operational and Capital Expenditure	Contact/Organisation	Purpose/Frequency of Contact
	SEWB Team Leader	Daily – Direction and achievement of accountabilities
	Program Manager	Daily – Direction and achievement of accountabilities
	Client and Community	As needed – Assistance and advice on drug and alcohol misuse related matters
	All staff	As needed – Linking with other programs where appropriate

Key Accountabilities		
Key Result Area	Major Activities	Performance Measures:
1. Program Management	• Deliver culturally safe, strengths-based and trauma-informed wellbeing support. • Facilitate individual and group wellbeing programs that promote healing, resilience and cultural identity. • Coordinate and deliver community programs including Men's Groups, Women's Groups, Walking Groups, Cultural Connection Activities, Community Education, Community Events and School Holiday Programs • Conduct community outreach and home visits. • Support clients to identify goals and develop wellbeing plans. • Promote early intervention and prevention initiatives. • Encourage participation in cultural activities and community programs.	• Achievement of Program KPIs • Use of Communicare • Wellbeing programs delivered in accordance with annual work plans. • Increased community participation and engagement. • Positive client outcomes and satisfaction. • Individual wellbeing plans completed and reviewed. • Community activities delivered safely and effectively.
2. Community Care	• Build respectful relationships with clients, families and Elders. • Provide culturally safe advocacy and practical support. • Assist clients to navigate health, housing, education, justice and community services. • Identify client needs and coordinate referrals. • Maintain regular client contact and follow-up.	• Achievement of Program KPIs • Increased client engagement. • Timely referrals completed. • Positive client feedback. • Demonstrated improvements in client wellbeing goals. • Strong relationships established across communities.

	• Support individuals experiencing social, emotional or cultural challenges. • Promote self-determination and independence.	
3. Team work and Collaboration	• Participate in multidisciplinary care planning. • Attend team meetings, case conferences and clinical reviews. • Develop collaborative relationships with internal and external service providers. • Engage with Elders and community leaders. • Share knowledge and resources across programs. • Foster a respectful and culturally safe workplace.	• Feedback from colleagues • Feedback from clients • Active participation in multidisciplinary meetings. • Positive working relationships across the organisation. • Effective communication with colleagues and partner agencies. • Positive contribution to team culture. • Collaborative client outcomes achieved.
4. Compliance & Quality Assurance	• Comply with all relevant legislation and regulatory standards. • Obtain and record accurate client histories and information to ensure compliance to all organisational policies, procedures and legislative requirements. • Ensure client and community confidentiality is maintained to build and maintain trust within key stakeholder groups. • Assists in creating a positive work environment that promotes cultural safety, productivity, mentoring, teamwork and co-operation. • Participate in quality improvement efforts, including maintenance of timely and accurate service data for input to information management systems, and cooperate in the analysis and	• Achievement of Program KPI's and regulatory standards • Has read and signed off on Staff Policy and Procedure manual • Utilisation and reporting from Communicare • Participates in Professional Development to meet Program requirements • Participate in program quality improvement activities.

	review of case reports to identify achievements and areas for improvement	
5. Workplace Health and Safety	• Ensure, within capability, the health and safety of yourself and employees and any other persons in the work areas for which they are responsible • Compliance with WHS legislative requirements and site policies. • Maintain the Register of Contractors visiting the site and ensure appropriate inductions have been completed with new contractors • Report all hazards, accidents or incidents which could result in injury to others or damage to property; • Not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare in compliance with the WHS or other legislation. • Be familiar with emergency and evacuation procedures and participate in regular training in safety procedures	• Achievement of Program KPI's and regulatory standards
6. Reporting	• Provide statistical reports to meet organisational and statutory requirements as required. • Complete client case notes within required timeframes. • Record activity data accurately. • Prepare reports for management and funding bodies. • Monitor emerging community needs. • Contribute to program evaluation and planning.	• Accuracy and timeliness of qualitative reports • Accuracy and timeliness of statistical reports • Use of Communicare • Attendance at meetings as per requested by the Programs Manager • Reporting deadlines achieved. • Quality program information available for evaluation.
7. Policy and Procedures	• Assist in the development of and comply with policies and procedures to ensure that the SEWB	• Provide consistent and high standards of compliance with policies and best practice • Professional behaviour demonstrated. • Performance development goals achieved.

	• program is demonstrating consistent practices nationally and is in line with strategic objectives. • Attend all mandatory training requirements and participate in staff performance reviews including updated First Aid Certificate and participation in Staff Immunisation Program • Compliance with and understanding of EEO Legislation	• Active contribution to continuous improvement.
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Key Challenges:	Person Specification:
The position requires the ability to: • Build trust with clients who may have experienced trauma, grief and intergenerational disadvantage. • Support people with complex social, emotional, mental health, alcohol and other drug, family violence and justice-related needs. • Deliver services across geographically dispersed communities throughout the Macleay and Nambucca Valleys. • Balance individual case management with community program delivery. • Respond appropriately to clients experiencing crisis while maintaining professional boundaries. • Maintain confidentiality while working within close-knit Aboriginal community. • Manage competing priorities and high workloads. • Work collaboratively across multidisciplinary teams and multiple service providers. • Adapt to changing community priorities and emerging service needs.	Qualifications & Experience – Essential 1. Aboriginal or Torres Strait Islander descent (<i>This is an identified position under Section 14D of the NSW Anti-Discrimination Act 1977</i>) 2. Certificate IV – Mental health or capacity and willingness to complete within an 18 month period. 3. Demonstrated experience with development of community programs 4. Sound knowledge of community health, public health and Aboriginal Health 5. A thorough knowledge of and association with the local Aboriginal community 6. Demonstrated understanding of Social and Emotional Wellbeing principles. 7. Ability to engage individuals and families experiencing complex needs. 8. Experience facilitating community groups and health promotion activities. 9. Demonstrated ability to work independently and within multidisciplinary teams. 10. Experience working with health service agencies, non-government organisation, schools, community groups and medical professionals at all levels 11. Continuous developing professional competence and qualifications 12. High level of written and verbal communication skills 13. Demonstrated ability to work flexibly within tight time schedules and in accordance with variable workload demands 14. Ability to use Microsoft products and the ability to use or willingness to gain proficiency in the Communicare patient information management system 15. Current First Aid Certificate, or ability to obtain 16. Current immunisations or willingness to participate in staff immunisation program including COVID-19 vaccinations 17. Ability to hold all relevant security clearances including National Police Check and Working with Children clearance 18. Current valid driver's license, minimum of Class "C" or equivalent Desirable: 1. Certificate IV or Diploma in Aboriginal Primary Health Care, Community Services, Mental Health, Alcohol and Other Drugs, Youth Work or related discipline. 2. Experience working within an Aboriginal Community Controlled Health Organisation. 3. Understanding of trauma-informed and healing-informed practice. 4. Experience delivering cultural programs and community wellbeing initiatives.