

MoneyMob Talkabout

Position Description



Manager, MMT Anangu Community Board

Status	Approved by Board on 17.10.23
Position Title	Manager, MMT Anangu Community Board
Classification and salary package	<p>Base salary of \$113,152 to \$117,869 per annum plus 11% superannuation (Social Community Home Care and Disability Services Award Level 7)</p> <p><u>Other available benefits</u></p> <ul style="list-style-type: none"> ● Remote Salary packaging options available ● 6 weeks annual leave ● 5 days additional “mini-break” non-accrued leave ● Some support towards relocation costs if required ● \$500 wellbeing payment per annum (not cumulative)
Location	The position is based in Alice Springs, with frequent travel required into the APY Lands.
Hours	Full time – 38 hours per week Permanent (on-going) subject to funding.
Special measures	Qualified and/or experienced Aboriginal and Torres Strait Islander people are strongly encouraged to apply

About MoneyMob Talkabout

MoneyMob Talkabout is a not-for-profit organisation providing a range of financial literacy programs and community services in the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands in northern South Australia, and in Alice Springs in the Northern Territory.

The MoneyMob financial literacy education program was founded in 2009 as a small travelling program that raised awareness in advance of visiting money management services across the Northern Territory. In 2012 as a result of a successful funding application, we established a place-based service in the APY Lands to provide ongoing support to Anangu. The establishment of the services was guided by advice from APY communities. In 2015, we incorporated as an independent not-for-profit organization.

We are governed by a Board of Directors with diverse backgrounds and skill sets, including directors from the APY communities we serve. We recognise the importance of continuing to build an effective co-design model and place focus on continual improvement to ensure First Nations voices, particularly Anangu, are embedded in our governance and service delivery models.

Our Vision

First Nations people and communities are empowered to achieve economic wellbeing and self-determination.

Our Focus

First Nations people are equal partners in and co-creators of our practice. We elevate the voices of our clients and advocate, influence, deliver services, build and share knowledge to achieve equality.

Our Values

These values guide all aspects of our work including our service delivery, advocacy, governance and management.

- **COURAGE:** We are committed to advocating strongly for change and creating a more just and inclusive environment.
- **EMPOWERMENT:** We work to support First Nations people to be in control and work towards achieving independence, rights, opportunities and recognition of the inherent value of their culture and communities.
- **INTEGRITY:** Honesty, openness, accountability, fairness and inclusiveness must be at the core of everything we do and are.
- **INSIGHT:** Our actions and services are grounded in our organisational knowledge, evidence and ethics; the wisdom of the people, organisations and communities working alongside us; current thinking and research about what works nationally and internationally.
- **INNOVATION:** We are a creative and agile organisation, motivated to continually improve, adapt and develop innovative solutions that add value and are valued by the communities we work with.

Our influence

We advocate and influence across Australia on issues affecting First Nations people and their economic wellbeing. We use our knowledge and practice-based evidence to inform our positions and to advocate for our clients.

Our current service delivery focuses on clients from the APY Lands, a large, sparsely populated area located in the north west of South Australia. The APY Lands are extremely remote and the resident population is around 2,330 people spread across a number of small communities and homelands. The APY Lands forms part of the broader NPY (Ngaanyatjarra, Pitjantjatjara Yankunytjatjara) tri-state region - home to Anangu, the traditional custodians of the area, who represent over 85% of the regional population. The population is very young in comparison with the Australian average and is recognised as having high levels of socio-economic disadvantage.

Supporting Anangu can also mean our services are delivered not only in the APY Lands, but in areas throughout Australia where they reside – Adelaide, Alice Springs and Western Australia. With our broader areas of influence of service delivery, we will leverage opportunities to extend our service delivery, influence and impact further into Central and Northern Australia, and continue to shape conversations with decision-makers that affect our clients, including in Canberra and other capital cities.

Our operating ecosystem and environment mean there are many factors that contribute to achieving our vision, as it is known that economic well being is impacted by many co-occurring elements such as health, education and social connections. A collaborative and joined up approach is needed by

communities, governments, service providers and others in the ecosystem to make progress towards achieving our vision.

Please see our website for more information about MoneyMob and what we do:

<https://moneymob.org.au/>

About the position

MMT intends to establish an Anangu Community Board to provide Anangu with a formal channel to share power and leadership within our organization. This aligns with our vision that “First Nations people and communities are empowered to achieve economic wellbeing and self-determination.” It reflects the rights enshrined in the International Covenant on Civil and Political Rights and the United Nations Declaration on the Rights of Indigenous Peoples and acknowledges the important principle of “nothing about us without us” - that no policy or decision should be decided by any representative without the full and direct participation of members of the group(s) affected by that policy.

We understand that at this time many Anangu - by virtue of colonization, language and cultural differences, available educational opportunities, and socio-economic exclusion - can experience complex, “corporate” style Board discussions about legal, fiduciary and strategic policy alienating. The Anangu Community Board is intended to create a vehicle through which Anangu can input and oversee MMT’s program and project work at any point along a spectrum of participation at which they feel comfortable and capable. Its work is complementary to, but equally as valuable as, the work of the MMT Board of Directors, through the contribution of Anangu expertise and leadership to how we do things.

The Anangu Community Board also provides a channel through which MoneyMob can be accountable to Anangu for our performance and the quality of our services. The Anangu Community Board will have a supportive infrastructure for members to grow their knowledge and understanding of governance and service delivery whilst participating, with the aim of developing increased capacity over time to co-create effective strategies, services and impact delivered by MMT. For those with interest, it may also serve as a pathway to the MMT Board of Directors.

The Manager, MMT Anangu Community Board will play a pivotal role in the establishment, development, operation and resourcing of the MMT Anangu Community Board. They will be part of MMT’s senior management team. They will provide “internal consultancy” within the organization to ensure that the Anangu Community Board is properly utilized and the outcomes of its work are integrated into all aspects of our operations. They will be responsible for the effective flow of communications between all parts of MMT and the Community Board. The incumbent will need an understanding that the role will evolve as the Community Board establishes itself.

Reporting and working relationships	This position reports directly to the Managing Director, and: <ul style="list-style-type: none">● Supervises the MMT Anangu Community Governance Coordinator● Works closely and collaboratively with MMT Anangu Community Board members● Works collaboratively with and supports other MMT staff and programs● Works with external consultants, service providers and agencies who liaise with the MMT Anangu Community Board
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	<p>in its work.</p> <ul style="list-style-type: none"> ● Reports to and works with the MMT Board as required
<p>Special Work Requirements</p>	<ul style="list-style-type: none"> ● National Police Check ● Working with Children and Vulnerable Persons Check ● Unrestricted driver’s license and ability to drive a manual vehicle ● Ability to undertake travel to remote communities on a regular basis ● Ability to share remote housing with colleagues and other service providers when working remotely
<p>Key responsibilities</p>	<p>Lead:</p> <ul style="list-style-type: none"> ● In conjunction with the Anangu Community Governance Coordinator, establish the MMT Anangu Community Board including: <ul style="list-style-type: none"> ○ Creation of Board member role description(s) ○ Establishment of membership criteria that incorporate Anangu governance priorities and provide for the participation of a diverse range of identities, ages and communities/geographies ○ Promotion of the MMT Anangu Community Board and its purpose ○ Screening and recruitment of interested Anangu members ○ Facilitate the development of and document Anangu Community Board communication and decision-making processes - both within the group and as it relates to the broader organization and MMT Board of Directors. ● In conjunction with the MD, Board of Directors and Anangu Community Board, research and develop legally permissible criteria for remuneration of Anangu Community Board members and any other relevant legal issues regarding the Community Board. ● In conjunction with the Anangu Community Board, develop a “charter” or document that describes the Board’s purpose, aspirations and methodologies. ● Develop an annual work plan ● Empower the Anangu Community Board’s meaningful and culturally safe participation in MMT project planning, design, delivery and evaluation processes and workforce development strategies. ● Resource the MMT Anangu Board with training, tools and professional development/other relevant inputs to support their meaningful participation in MMT’s work (for example, learning about governance, research, monitoring and evaluation, advocacy or public speaking). ● Manage and review the operational budget for the Anangu Community Board.

	<ul style="list-style-type: none"> ● Effectively communicate the purpose, role and achievements of the MMT Community Board to relevant external stakeholders. <p>Support:</p> <ul style="list-style-type: none"> ● The MMT Board of Directors and MMT Anangu Community Board to understand each other’s roles and establish effective mutual communication channels. ● The MD to report to the MMT Board of Directors as required ● Other MMT managers and staff to understand the value and role of the MMT Anangu Board and work with, listen to and implement their decisions as appropriate ● The Anangu Community Governance Coordinator to upskill (as required) in areas relevant to the undertaking of their role and provide mentoring to support their growth. ● MMT operational and strategic planning and quality/continuous improvement processes.
<p>Key performance indicators</p>	<ul style="list-style-type: none"> ● Anangu Community Board recruitment commenced within 3 months, with Board fully recruited within 12 months ● Confirmation of legal requirements and remuneration method for Community Board by six month mark. ● Codesign of Community Board Charter and role descriptions completed within 7 months ● Documentation of Anangu Community Board Framework by 12 month mark. ● Draft program of Community Board work and training/development completed by 12 month mark for following year ● Appropriate reports produced to support communication between Anangu Community Board and MMT Board of Directors ● Appropriate management and support provided to Anangu Governance Coordinator as per MMT performance policies and expectations.

About you

<p>Desired personal attributes</p>	<ul style="list-style-type: none"> ● Commitment to social justice for and centring the voices of First Nations Australians ● Deep understanding of culture and how it shapes all of us. ● Ability to respectfully identify, explore, unpack and (if necessary) challenge complex cultural concepts/beliefs or norms in order to create new or shared knowledge(s) or approaches ● Resilient, calm and able to cope with consistent pressure and volume of workload. ● Emotionally intelligent, with awareness of own behaviour and impact on others. ● Possess effective personal strategies to cope with the challenges of remote intercultural work.
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	<ul style="list-style-type: none"> ● Understanding of the social, political and historical factors impacting Aboriginal communities. ● Empathetic and non-judgmental in dealings with people with complex needs. ● Actively supports MoneyMob’s vision, values, objectives, codes of conduct and policies.
Selection criteria	<ol style="list-style-type: none"> 1. Tertiary qualifications in a discipline which supports deep cross-cultural competence - for example, anthropology, sociology, Indigenous Studies, community development or other relevant field. 2. Extensive experience working with First Nations Australians - remote community experience highly desirable 3. Experience in establishing and managing governance processes in not-for-profit/community based contexts 4. Excellent facilitation skills and the ability to work effectively with community leaders and interpreters 5. Demonstrated community engagement, research and critical analysis skills 6. Advanced listening, written and verbal communication skills 7. Ability to speak Pitjantjatjara/Yankunytjatjara is highly desirable.