



Information Pack

Mentor (Sydney)

2019

● Investing in potential ● Inspiring excellence ● Transforming lives

The Opportunity

- ⦿ Are you a believer in the power of education to change lives?
- ⦿ Are you passionate about maximizing educational outcomes for Aboriginal and Torres Strait Islander high school students?

At Aurora, our goal is for every Indigenous student to access the right educational opportunities so they realise their academic potential. For some, that's completing Year 12 and for others, that's a PhD from Harvard. We're aiming to shift the paradigm about what is possible for Aboriginal and Torres Strait Islander Australians; starting with students in Year 8 with our high school program, all the way through to post-graduate studies at international universities with our scholarships program. Our programs are long-term, independently evaluated and outcome driven. We don't see ourselves as a 'quick fix' to these complex issues and the results show that our programs work – investing in potential to inspire excellence and transform lives.

The High School Program supports Aboriginal and Torres Strait Islander students throughout their high school journey, providing opportunities to realise their potential at high school, university and beyond through ongoing academic support. Support is also provided to schools, families and communities.

One of the ways we build the academic abilities of young people whilst strengthening culture is through our academic enrichment camps (3 per year), where Elders, Mentors and Program staff provide activities based on Aboriginal ways of learning to guide and support young people develop academic and leadership skills. Our Elders and Mentors are very important to the success of the program and help to develop students' confidence, increase their resilience and raise their expectations about what they can achieve during their high school years by strengthening cultural identity.

As a Mentor, you will attend our residential camps in the school holidays and act as the first point of contact with students. You will assist with running program activities, have general oversight of the students and their well-being during the camps.

- 14th to 18th April
- 14th to 19th July
- 7th to 12th October

Mentors play a pivotal role in providing cultural support for our students and contributing to the rewarding experience that our camps provide.

Interested?

If you are interested in joining the team as a Mentor in 2019 or 2020, please send your expression of interest addressing the **Role Requirements** below of **no more than 2 pages** in length, your resume, and contact details for 2 referees, to Natalie Foster, Program Coordinator by email to:

natalie.foster@auroraeducationfoundation.org.au

More information:

Call Natalie on 0429 327 027

See our website: www.auroraeducationfoundation.org.au

About The High School Program

- ⦿ Launched in 2011, the High School Program enhances educational engagement and improving academic outcomes for Aboriginal and Torres Strait Islander high school students. The Program takes students from Year 8 and works with them to support their aspirations through to the end of their first year out of high school.
- ⦿ Our academic enrichment program involves academic camps during school holidays, tutoring and ongoing mentoring and support for its students. Our programs currently operate in Perth, South West Region in Western Australia and Western Sydney, with head office in Alexandria, Sydney. The Program is a long-term, intensive program and provides:
 - 200 hours of support each year for 6 years to each student
 - 20 days of camps each year
 - Individual academic support (tutoring, mentoring, academic resources and equipment)
 - Pastoral care and post-school transition support
 - Connections with high-achieving Indigenous university students and graduates.
- ⦿ Our impact so far is:
 - Our students have three times the national Indigenous rate in ATAR attainment
 - Our students have twice the national Indigenous university enrolment rate
 - 100% of our students said that the Program raised their academic expectations; and
 - 100% were more confident of reach their future goals.
- ⦿ An independent evaluation by Nous Group concluded that the Program is *unique*. In the Australian context, its uniqueness lies in that fact that the Program:
 - Provides a combination of academic focused, culturally responsive activities that includes social and practical supports to strengthen academic and career aspirations, overcome socioeconomic barriers and respond to discrimination
 - Delivers supports to students in their schools, with a particular focus on public schools, rather than requiring them to transition into private schools
 - Is offered to students early (in Year 8)
 - Provides intensive support throughout high school (consistent with international best practice).

What our stakeholders say

- ⦿ As a parent it was a great feeling to see how invested all the [the program] teachers and staff were in my son's education. After 12 months with [the program] he has become a very proud young Aboriginal man and I'd like to thank you all again for the difference you're making in his and our lives.
- ⦿ I honestly don't think all of the staff know how truly grateful we are for everything you do for us. The experiences we have, the people we meet and the places we go open up a whole new and incredible world. You help us believe that, when it comes to our future, anything is possible.

One of our Parents

One of our Students



About the Role

Position Purpose

As Mentor, your role will be to assist with a range of activities related to developing students' confidence, increase their resilience and raise their expectations about what they can achieve during their high school years and beyond

Key Duties

- Participate in professional mentor training that includes content on child protection, professional conduct, and confidentiality.
- Be a perceptive, responsive and responsible contact person for 4-6 students allocated to you during camp weeks and during workshop days (you will **not** be required to mentor students outside of these days). This includes ensuring students attend meals on time and take part in activities.
- Under guidance from Aurora staff, Elders and external teaching facilitators, assist with a variety of teaching activities (mostly overseeing discussions and groupwork during academic and cultural sessions)
- Use a high level of interpersonal and communication skills to work with Aboriginal or Torres Strait Islander students, Elders and other stakeholders.
- Use your pastoral skills, approachability and a 'no judgement-mindset' to establish mutually respectful relationships with students and remain calm when your authority is tested.

Child Safety

- Look after students' wellbeing, safety and health during camp weeks, including keeping track of their medication needs where necessary
- Maintain confidentiality around data and information relating to the children and young people participating in our programs.
- Provide a welcoming and safe environment for children and young people.
- Provide adequate care and supervision of children and young people in your charge.
- Maintain positive and safe interactions with children and young people.
- Act as a positive role model for children and young people.
- Report any suspicions, concerns, allegations or disclosures of alleged abuse to the relevant manager.

Organisational Participation

- Share observations with Aurora staff and Elders and respond to their requests, particularly as they pertain to your mentees
- Work collaboratively with team members to contribute broadly to the achievement of Aurora objectives.
- Participate in camp planning initiatives, such as conference calls, trainings, pre-camp meetings, and after camp evaluation.
- Undertake other responsibilities and duties within the scope of this role, as directed.

Role Requirements

- To be Aboriginal or Torres Strait Islander is a genuine occupational requirement of this role under Section 14 of the Anti-Discrimination Act 1977 (NSW)
- Ability to commit for up to 30 days (including overnight stays) per academic year – attending three weeklong camps (around the Sydney area), with one additional day for preparation each, plus a 2 or 3 of extra activity days
- High level interpersonal and communication skills and the ability to work and engage with Aboriginal and/or Torres Strait Islander students, Elders and other stakeholders
- Knowledge and understanding of Aboriginal culture and issues that impact the education of Aboriginal people
- A willingness to work as part of a team to achieve Program outcomes.
- Progression towards a tertiary qualification or a degree qualification
- Willingness to obtain a Working With Children Check
- Willingness to obtain an Australian Business Number (ABN) – it's quick, easy and free to do online

Our organisation is committed to child safety. We have zero tolerance of child abuse. Our robust human resources, recruitment and vetting practices are strictly adhered to during the application and interviewing process. Applicants should be aware that we carry out working with children, police records and reference checks (as we see fit) to ensure that we are recruiting the right people.

Working With Us

Five key reasons to join our team are:



You'll make a difference

Be part of our positive change to create a society where Aboriginal & Torres Strait Islander people have the same educational opportunities as all Australians. We know that our programs have a systemic impact.



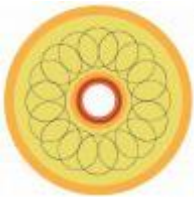
You'll learn

We are constantly striving for excellence, looking at the latest research and punching above our weight. This means we are all learning and growing.



We stand out

Our programs have been described by independent evaluators as unique and our results incredible. We have the courage to look at issues from alternative perspectives and tackle them differently.



We're dynamic

We work hard yet our work environment is relaxed, friendly and supportive. We are all here for the same reason and work together to achieve outcomes for our stakeholders. We all enjoy our regular staff development meetings, celebrations of key events and our Wednesday updates.



We live our values

Our work is guided by our values: **respect** allows to **collaborate** meaningfully and authentically which leads us to be **accountable** for what we do which in turn enables us to make an **impact**.

About Aurora

Our Vision

A future where there is no education gap and where the next generation of Aboriginal and Torres Strait Islander Australians will achieve equitable participation at the highest level – in the professions, in boardrooms and across government.

Our Purpose

To transform lives by investing in potential and inspiring excellence through education at the highest level.

Our Values

Respect allows us to **collaborate** meaningfully and authentically, which leads us to be **accountable** for what we do, and in turn, enables us to make an **impact**.

	<h4>Respect</h4> <ul style="list-style-type: none"> • We respect Aboriginal and Torres Strait Islander people as the custodians of the land on which we work. • We treat each other and our stakeholders with dignity and respect at all times. • We develop culturally safe spaces and foster awareness and acceptance of culture, identity and beliefs.
	<h4>Collaboration</h4> <ul style="list-style-type: none"> • We welcome feedback and adapt our practices and approaches when needed. • We understand that that success can't be achieved in isolation. • We participate equally and cooperatively in partnerships with community and stakeholders. • We share information, knowledge and skills across the organisation.
	<h4>Accountability</h4> <ul style="list-style-type: none"> • We deliver what we commit to. • We pursue excellence in everything we do. • We take responsibility for our actions. • We are responsive and transparent in the way we work.
	<h4>Impact</h4> <ul style="list-style-type: none"> • We aim to have a positive impact. • We innovate to achieve results. • We look to effect change in perceptions, outcomes and opportunities. • We believe in empowering ourselves and others to realise our full potential.


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Our Programs

Aurora’s programs provide Indigenous students with intensive, ongoing and tailored support through each stage of their educational journeys, from high school through to postgraduate studies. We currently operate in NSW and Western Australia and our Internship Program supports host organisations nation-wide. Here’s a snapshot what we do:

