

POSITION TITLE:	Multicultural Youth Worker		
REPORTS TO:	Team Leader Ballarat		
POSITION CLASSIFICATION:	Part Time, Fixed Term		
AWARD/CERTIFIED AGREEMENT	Social, Community, Home care and Disabilities Award 2010 and CMY Collective Agreement 2015-2018 or any replacement agreement		
LOCATION:	Ballarat	APPROVED BY:	Bernadette Marantelli
SALARY:	SCHADS Level 4, plus: <ul style="list-style-type: none"> <li>• Access to salary packaging</li> <li>• Superannuation at 9.5%</li> <li>• Annual leave loading</li> <li>• Pay rise of approximately 4% per annum</li> <li>• Generous entitlements including cultural leave options and flexible work arrangements</li> </ul>	LAST UPDATED:	January 2019

### About CMY

The Centre for Multicultural Youth (CMY) is a not-for-profit organisation based in Victoria, providing specialist knowledge and support to young people from refugee and migrant backgrounds. Our vision is that young people from migrant and refugee backgrounds are connected, empowered and influential Australians. Through a combination of specialist support services, training and consultancy, knowledge sharing and advocacy, we are working to remove the barriers young people face as they make Australia their home

### About the Program Area

#### PROGRAM AREA:

CMY aims to offer newly arrived young people tools, linkages and pathways that support them to overcome a range of barriers as they settle in Australia.

Since 2012, CMY's Regional Presence Programs (RPP) based in Ballarat and Gippsland, have provided direct support that aims to join up services to better engage young people from culturally and linguistically diverse (or CALD) backgrounds living in regional areas to:

- strengthen participation of young people in work, school, family and community in their region;
- strengthen young people's sense of wellbeing and belonging;
- assist local communities to manage and develop an inclusive environment for young people from migrant and refugee backgrounds;
- support and build better service capacity in engaging and working with culturally diverse young people, their families and communities.

#### POSITION SUMMARY:

The Multicultural Youth Worker role plays an important role in supporting the participation of young people from refugee and migrant backgrounds in local communities. The position will be responsible for planning and delivering a variety of programs and group activities developed in response to local needs and delivered in community and school-based settings, as well as providing information and referral support to help young people access local services. The role includes providing or assisting in training to build on young people's strengths and enhance their skills and confidence to participate in local initiatives. The position provides a range of opportunities that enable young people themselves to become engaged in their own development as well as the development of their communities'.

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#### ACCOUNTABILITY:

- Develop positive relationships with a range stakeholder groups that includes; young people, families, schools. local government and community organisations;
- Plan and deliver youth-led initiatives and group projects/events that actively involve young people;
- Assist the team leader in providing support and assistance to mainstream youth and settlement services to increase their capacity to work with newly arrived migrant and refugee young people;
- Deliver information and training sessions to young people, their families, service providers and the broader community;
- Provide community outreach and information and referral support;
- To work flexibly and collaboratively in a small team, also externally with key external service delivery stakeholders;
- To promote and seek young people's connectedness with family, education and employment, peers and community; and
- To participate in supervision, professional development, reflective practice to develop and enhance best practice

#### KEY SELECTION CRITERIA:

- An understanding of and sensitivity to issues affecting young people from refugee and migrant backgrounds;
- Demonstrated experience in delivering programs to young people and understanding of positive group facilitation and training practices;
- An understanding of youth participation and community development principles;
- Experience in delivering programs in partnership with other organisations and an ability to collaborate with a diverse range of people and communities; and
- Well-developed written communication skills including the ability to produce reports and experience with client database systems

#### QUALIFICATIONS:

- Tertiary qualification in social science, education or other appropriate discipline.

#### ADDITIONAL INFORMATION:

- CMY takes Child Safety seriously and short listed candidates are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process. These include but are not limited to Police Record and Working with Child Checks, and child safety focused referee checks;
- Applicants must have the right to work in Australia;
- CMY is an Equal Opportunity Employer;
- In the context of Occupational Health and Safety all employees are required to carry out their duties in a manner that does not adversely affect their own health and safety and that of others by reporting all incidents and injuries as well as co-operating with any measures introduced in the workplace to improve OH&S;
- This role requires a capacity to work flexible hours including evenings and occasionally on weekends; and
- A current driver's license is required as this role requires a capacity to travel throughout Victoria

#### GENERAL REQUIREMENTS:

- Demonstrate CMY values and behaviours and comply with the Employee Code of Conduct;
- Comply with CMY policies, procedures and regulations;
- Consistent with the strategic directions of CMY carry out all other duties as directed; and
- Other reasonable duties, as required

CMY KEY OBJECTIVES AND ACTION STRATEGIES:	
• <b>My Community</b>	Young people are connected, belong and contribute to their families and the community.
• <b>My Journey</b>	Young people are empowered to access opportunities and actively shape their own futures.
• <b>My Voice</b>	Young people are understood, accurately represented and influential.
• <b>My CMY</b>	CMY is a strong partner and recognised leader in working with diverse young people.

I have read, understood and approve the above position description:

Manager Name .....

Manager Signature ..... Date ..... / ..... / .....

I have read, understood and accept the above position description:

Employee Name .....

Employee Signature ..... Date ..... / ..... / .....