

Position description

Position title:	Youth Development Worker	Date:	March 2021
Level:	Social, Community, Home Care and Disability Services Industry Award 2010 – Level	Salary:	Award rate with relevant penalties
Reports to:	Jaru Pirrjirdi Coordinator	Dept:	Youth Services
Approved by:	CEO	Supervises:	Jaru Trainees

CEO Signature: _____

Program objectives

- The primary purpose of WYDAC is to develop strong Warlpiri children, youth and families
- Provide youth diversion and early-intervention activities
- Provide youth leadership and development opportunities
- Provide education, counselling and care for young people and families
- Provide rehabilitation for at-risk youth who may be suffering from a range of issues including suicidal ideation, mental health challenges and substance misuse
- Provide young people with positive alternatives to juvenile detention
- Provide education, training and jobs so people can stay in the community
- Provide intensive support for young families and their children who may be going through hard times or where there is neglect
- Provide positive life pathways into jobs and leadership through training and development activities
- Share knowledge and skills with other Aboriginal corporations
- Operate and maintain a Gift Fund to be known as “The Warlpiri Youth Development Aboriginal Corporation Gift Fund” in accordance with the requirements of the Australian Taxation Office”.

Program Logic

WYDAC runs youth development and leadership programs in the communities of Yuendumu, Lajamanu, Nyirrpi and Willowra. These programs are clearly designed to improve the safety and wellbeing of Warlpiri youth, their families and community, as well education, training and employment outcomes. WYDAC has been a pioneer within the context of remote Indigenous youth services, leading the transition from basic youth diversion services to a more comprehensive youth development service since 2002.

This has now evolved into a settled and successful model in all four Warlpiri communities. The Jaru Pirrjirdi process can be divided into three levels. It is a progressive model that young Warlpiri people can slowly move through, engaging in positive, healthy and challenging activities before culminating in their ‘graduation’ as strong, empowered young leaders within their family and community.

Level 1 Youth Diversion ‘Manyu Wana Ngurrju’	<ul style="list-style-type: none"> Youth Diversion Program
Level 2 Youth Development ‘Pinarri Jarrinjaku’	<ul style="list-style-type: none"> Jaru Youth Trainees Education & Training
Level 3 Youth Leadership ‘Jaru Pirrjirdi’	<ul style="list-style-type: none"> Future Pathways & Leadership

Level 1 - Youth Diversion - Manyu Wana Ngurrju

The youth diversion program provides the bedrock for positive youth and community engagement in WYDAC youth development and leadership programs. Manyu wana ngurrju is translated here as young people ‘having good and healthy fun’. The value of Youth diversion programs in regards to safety and wellbeing in remote Indigenous communities has been well-established by numerous independent reports as well as being profoundly valued by the communities, and by young people themselves as evidenced by high participation rates (see Section 3 of this document for specific feedback and evaluations of WYDAC programs).

The youth diversion program seeks to engage young people in a range of positive, healthy, safe and interesting activities after school hours, during evenings, weekends and school holidays. Within WYDAC programs this may variously involve a wide variety of sports, art, culture, education or project activities. It is important to note that this is not merely a matter of basic sport and recreation activities but rather a dynamic, skillful and challenging program targeting improved physical, mental and social health for Warlpiri youth.

Level 2 - Youth Development – Pinarri Jarrinjaku

The second aspect of youth development activity is focused on growing the strength of young Warlpiri people. The Warlpiri translation for pinarri jarrinjaku is young people ‘learning to be strong’. It does this through a wide range of education, empowerment and training opportunities for young people and ongoing support for school attendance.

Level 3 - Future Pathways & Leadership - Jaru Pirrjirdi

The third element of the WYDAC youth leadership and development program model is called ‘future pathways’ and represents the culmination of the Jaru Pirrjirdi (Strong Voices) process. Future pathways refers to the creation of positive and meaningful futures for Warlpiri youth, to the development of their leadership.

Position specifications

Primary purpose of the position

The primary role of the Youth Development Worker (YDW) will be to provide a program of diversionary and development youth activities responsive to the needs of the youth, the community and in line with the strategic direction of the organization. The activities provide daily opportunities for engagement with healthy and positive diversionary activities, which in turn can deter Warlpiri young people from engaging in risky or problematic behaviors. Youth development activities are provided with the aim of building resilience, confidence and skills of young Warlpiri people

This position has an emphasis on engaging with young Warlpiri men / women, in a culturally appropriate manner.

Reporting relationships

The Youth Development Worker position reports directly to the Jaru Pirrjirdi Coordinator.

Supervision of Staff

Works closely with Jaru Pirrjirdi program to develop future pathways and Leadership for Yappa youth.

Duties and responsibilities

Primary duties

The following areas are critical to the role and constitute the primary duties required to be successful in fulfilling the duties associated with this position and other duties as directed.

There are 4 key performance areas for this position:

1. Youth Program – Youth Diversion - Manyu Wana Ngurrju

- Work closely with the Jaru Pirrjirdi Team in providing the rostered youth activities program. The youth activities program will involve, not exclusively: basketball, football, softball, disco, film nights, and cultural activities.
- Work with young people in a manner which is respectful, non judgmental and open.
- Monitor and assess behavior and presentations of young people and report any concerns in a timely manner, and in line with organizational policy.
- Ensure disciplinary measures towards young people and that responses to incidents which occur during program delivery are in line with organizational policy
- Be responsive to challenging behaviours that are demonstrated by young people in ways that go beyond punitive or restrictive measures.
- Ensure that diversionary activities are delivered in ways that keep young people, physically and emotionally safe at all times.
- Build relationships with young people, in a manner that upholds professional and personal boundaries.

2. Youth program – Youth Development – Pinarri Jarrinjaku

a) Level 2 development

- Work closely with JPC to support the development of level two development programs, including but not limited to; activities relating to literacy and numeracy, sexual health education, healthy relationships, and informal training opportunities.
- Work closely with JPC to actively engage young people to attend these activities
- Be engaged and actively support Men's or Women's nights, as appropriate to YWD gender identification.
- Liaise and collaborate with other relevant community or external agencies as required, especially including hosting visiting workshop/trainers that are working with the youth program.
- Consult and plan activity programs with elders and families with an emphasis on supporting cultural strengths and passing knowledge on to young people.

b) Jaru Development and Mentoring

- Work closely with the JPC to identify and then train young people who demonstrate capacity and desire to become a Jaru worker
- Work closely and respectfully with current Jaru workers to further develop their skills
- Ensure that Jaru supervision occurs in strengths based fashion and all information around incidents or Jaru developments or concerns gets fed back to the JPC in a timely manner.
- Provide support/facilitate Jaru engaging in youth development activity through Women's/Men's nights or other training opportunities such as media, certificate training or career pathway opportunities

3. Youth Program - Future Pathways & Leadership - Jaru Pirrjirdi

Level 3 Development

- Actively support young people into employment
- Actively support young people to engage in training opportunities
- Actively support the sub committee meetings that need to take place quarterly
- Actively support young people to develop skills that will assist them to thrive as young leaders and members of their community.

4. Administration

- Mandatory reporting – in line with organizational policy
- Ensure all resources necessary for activities are present and maintained such as required food purchasing, maintenance of sports and music equipment and cleaning of youth activity sites.
- Record all activities within the youth program database and record the names of young people participating in youth activities.
- Assist in the production of internal quarterly and external reports as required.
- Report to Coordinator and attend departmental and organisational meetings as required.

Person specifications

All staff competencies

Core attributes

To contribute to a successful and enterprising culture at WYDAC, each staff member is expected to demonstrate the following key behavioural attributes:

- being trusted, authentic and self-aware by establishing credibility, and being honest, reliable, accountable, and responsive

- taking initiative and delivering results by seizing opportunities and being outcome and client/young person/Warlpiri community focused
- providing solutions through logical, creative and innovative thinking and timely, transparent and consultative decision making
- communicating with impact by displaying clarity, diplomacy, persuasiveness and sensitivity
- leading and working well with others by displaying conviction and resilience, working collaboratively, motivating others and mobilizing influence.

Performance development and management

- Participating in the WYDAC Performance Development and Management process.

Workplace Health and Safety (WHS) risk management

- Develop an understanding of all WYDAC policies and procedures that relate to the minimisation of risk and that duties are performed in a safe and professional manner without causing personal injury or financial loss to themselves, other employees, contractors or the public.
- Developing an understanding of all WYDAC policies and procedures that relate to WHS and the minimisation of risk.
- Performing duties in a safe and professional manner without causing injury or financial loss to themselves, other employees, contractors or the public
- Reporting any injury, illness, asset of financial loss, hazard and near miss incident to their manager as soon as they are detected in accordance with WYDAC procedures.
- Complying with safety directions agreed between management and the employees through the consultation process.
- Cooperating with management when action is taken by them to comply with the WHS Act (2011) and risk management.
- Participating in workplace inspections, audits and risk assessments.

Key job competencies

Qualifications, knowledge and skills and experience

Minimum Cert IV in a relevant discipline

Essential criteria

- Demonstrated understanding of, and experience in working with cross-cultural persons and community development, preferably in a remote context.
- Experience working with young people in the management of recreational programs.
- Excellent communication and interpersonal skills.
- Demonstrated ability to work in a team

- Demonstrated capacity for resourcefulness, self-motivation and independent decision making
- Demonstrated knowledge and awareness of Indigenous people’s history and contemporary situation in the Australian context.
- Experience working with young people who have challenging behaviours, and who present with complex needs.
- Availability to undertake overnight travel to remote communities as may be occasionally required
- Possession of a current ‘C’ Class Open Driver’s License

Desirable criteria

- An ability to communicate effectively and sensitively with Warlpiri people and respond with respect to Aboriginal Leadership and management committee.
- A knowledge and understanding of Aboriginal culture as well as a range of contemporary issues affecting remote Indigenous people.

Additional factors

- Applicants will be required to obtain a National criminal history check and Working with Children clearance – Ochre Card (on acceptance of position, and conditional to contract offer).

I have read and understand the duties and requirements of the position as described in this position description and agree to be employed under such conditions and the relevant Award.

Signature (Employee) _____ Date ____/____/____