

POSITION TITLE:	Multicultural Youth Worker – Ballarat-Wimmera regions		
REPORTS TO:	Team Leader – Ballarat-Wimmera regions		
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:	Marissa Phillips
SALARY:	SCHADS Level 4 plus: <ul style="list-style-type: none"> • Access to salary packaging • Superannuation at 10% • Annual leave loading • Generous entitlements including cultural leave options and flexible work arrangements 	LAST UPDATED:	January 2022

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

The **Programs and Services** area develops and delivers a range of programs and services that focus on building resilience and developing capability and capacity of multicultural youth within a strengths based, family and community focused approach. Programs and services are integrated and operate in a coordinated manner with a regional and state-wide focus.

POSITION SUMMARY:
<p>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 face to face and online programs and group work activities developed in response to local needs. These will be delivered in community, social, recreational and school-based settings across the Ballarat region, while providing support to CMY staff based in Horsham and Nhill. In this role, you will also provide information, brief intervention and supported referrals to help young people access local services, where required.</p> <p>The role includes delivering and supporting the training of young people to develop their strengths and enhance their skills and confidence to participate in local change-making initiatives. The position requires co-facilitating and/or leading a range of activities that enable young people across the Ballarat and Wimmera regions to become engaged in their own development, as well as the development of their peers.</p>

JOB RESPONSIBILITIES:

- Develop positive relationships with a range of stakeholder groups that includes; young people, families, schools, local government and community organisations.
- Plan and deliver face to face and online youth-led initiatives and group projects/events that actively involve young people in school, community, social and recreational settings
- 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 face to face and online information and training sessions to young people, their families, service providers and the broader community.
- Undertake written work including programme planning, reports, and other relevant documents as required.
- Provide community outreach and information, brief intervention and supported referral to young people from diverse cultural backgrounds
- To work flexibly, autonomously and collaboratively in a small team, as well as externally with key service delivery stakeholders and project partners.
- To promote and seek young people's connectedness with family, education and employment, health and well-being services and activities, peers and community.
- To participate in supervision, professional development, reflective practice to develop and enhance best practice
- Participating in evaluation activities as required
- Abide by the policies and procedures of CMY and operate within the Code of Conduct.
- Perform all tasks in line with CMY values of Participation, Diversity and Human Rights.
- Consistent with the strategic directions of CMY carry out all other duties as directed

KEY SELECTION CRITERIA:

1. An understanding of and sensitivity to issues affecting young people (particularly in regional Victoria) from refugee and migrant backgrounds; and experience in providing one on one support to this cohort;
2. Demonstrated experience in delivering programs to young people in social, recreational, school and community settings and an understanding of positive group facilitation and training practices;
3. And understanding of youth participation and community development principles;
4. Experience in delivering programs in partnership with other organisations and an ability to collaborate with a diverse range of people and communities;
5. Well-developed IT and written communication skills including the ability to produce reports; deliver online programs; and maintain records and documentation

Desirable: Experience or a strong interest in positive mental health and well-being of young people.

QUALIFICATIONS:

- Tertiary qualifications/ experience in a relevant discipline such as social sciences, community development or education and/or work experience in the refugee or youth sector;

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;

304 Drummond St, Carlton VIC 3054

T (03) 9340 3700 • F (03) 9349 3766 • ABN 82 127 444 713

info@cmj.net.au • cmj.net.au

- 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
- In line with Victorian Government Vaccination requirements, the successful applicant must be fully vaccinated with a TGA approved COVID-19 vaccine and provide evidence of COVID 19 vaccination prior to commencement

GENERAL REQUIREMENTS:

- Demonstrate CMY values and behaviours Participation, Diversity and Human Rights;
- Comply with the Employee Code of Conduct;
- Comply with CMY policies, procedures and regulations; and
- Consistent with the strategic directions of CMY carry out all other duties as directed.

CMY KEY OBJECTIVES AND ACTION STRATEGIES:

- **My Community**
Young people are *connected, belong and contribute* to their families and the community.
- **My Journey**
Young people are *empowered to access opportunities* and actively shape their own futures.
- **My Voice**
Young people are *understood, accurately represented and influential*.
- **My CMY**
CMY is a strong partner and recognised leader in working with diverse young people.

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

Executive
Manager/Senior
Manager Name

Executive
Manager/Senior
Manager Name Date / /

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

Employee Name
.....

Employee Signature Date / /