



## **COMMUNITY DEVELOPMENT WORKER**

### **– CHILDREN & FAMILIES INTENSIVE SUPPORT**

#### **DUTY STATEMENT**

#### **POSITION TITLE:**

Community Development Worker – Children and Families Intensive Support

#### **POSITION OBJECTIVE:**

This position supports the delivery of Waltja's Children and Families Intensive Support Program on remote central Australian communities.

The Children and Families Intensive Support program works with Aboriginal parents and carers to support the safety and well-being of their children, promote cultural strength and confidence, and assist children/youth and their families to engage positively with appropriate services. All team members must be committed to the self-determination of Aboriginal people, and to a strengths-based approach to Aboriginal community development.

The Community Development Worker – Children and Families Intensive Support will be based in Alice Springs with regular travel to the designated communities (out of Alice Springs 2 to 5 days in a week, 3 weeks in every 5). The communities are Laramba, Atitjere, Engawala, TiTree, Utopia Homelands, and Bonya, with the potential for support to also be provided to other communities in this region.

#### **ACCOUNTABILITY:**

The Community Development Worker are accountable directly to the Program Manager, and will work in partnership with other CAFIS team members. Professional supervision is provided by the Case Management Consultant to the Children and Families Intensive Support Program. All staff are accountable to the CEO and Executive Directors for compliance with contractual requirements and Waltja policies and procedures.

#### **DUTIES AND RESPONSIBILITIES:**

1. Provide support to families consistent with the objectives and requirements of Waltja's Children and Families Intensive Support programs. Support is to be based upon a strengths-based approach, the principles of self-determination, and respect for Aboriginal people, communities and culture



2. Provide case management support to Aboriginal children/youth and their families as required. Engage positively and collaboratively with other services to support them to provide appropriate and respectful services to Aboriginal people
3. Assist Aboriginal families to actively engage in community and culture, and to generate culturally appropriate local strategies to address the problems of vulnerable and at-risk children and families
4. Engage Aboriginal people from each community wherever possible as mentors, advisers, and co-workers to assist with Waltja's service delivery, and support the skills development of community members related to the program objectives
5. Work collaboratively with other local service providers, agencies and institutions, to support young people and families at risk, to provide referrals, and to plan events and activities consistent with Waltja's program objectives
6. Complete and provide appropriate and up-to-date documentation related to community visits, travel plans, data reporting, and client/community support provided or requested; ensure that all DEX reporting is complete and up-to-date by the end of each month
7. Where appropriate assist in the preparation of submissions for external funding
8. Work as part of Waltja's team across all projects. Support and mentor junior staff where relevant. Participate in Waltja events and meetings as directed
9. Represent Waltja at Conferences, Seminars, Meetings, and Committees and in other community forums
10. Identify training and professional needs/opportunities, and undertake training as directed by Management Team. Participate proactively in case reviews and individual supervision with the Case Management Consultant
11. A commitment to comply with all Waltja Policy and Procedures and Code of Conduct

**SELECTION CRITERIA:**

*Essential:*

1. Qualifications in Social Work or Community Development
2. Previous experience in community development work, including case management, community consultation, service delivery, performance and data reporting, and evaluation



3. Previous experience working successfully in a dynamic team environment and managing a diverse workload accordingly; proven experience of successful time management in a complex work environment
4. A commitment to Aboriginal self-determination, demonstrated ability to relate sensitively and effectively with Indigenous people and demonstrated awareness of the issues affecting Aboriginal children/young people and their families in central Australia
5. Current NT Drivers License or commitment to transfer current Drivers License to NT immediately upon appointment
6. Current NT Working with Children and Vulnerable Persons (Ochre Card) authorization, or the capacity to acquire this within 6 weeks of provisional appointment
7. Willingness to undertake a Police Check (for criminal history) – required within 6 weeks of provisional appointment

*Desirable:*

1. Experience working in or with remote central Australian Aboriginal communities
2. Experience working with Aboriginal families to assist them to make positive change and/or to address barriers to self-determination
3. Functional knowledge and skill in a central Australian Aboriginal language
4. Experience driving 4WD vehicles

**Salary package:**

Wage:	SCHADS Award Level 4 to 5 (depending upon qualifications): current starting rate is \$44.58/hr
Superannuation:	12.0% standard and trainee rate, Waltja pays 14.0% as bonus for non-smokers
Travel:	\$75/night for remote travel
Annual travel bonus:	\$950 per year
Wellbeing allowance:	Up to \$800 reimbursement of personal well-being services costs
Equipment:	All digital/computer/phone equipment as needed, Swag supplied
Annual leave:	4 weeks pro rata
Personal Leave:	10 days pro rata
Ceremonial Leave:	Up to 8 weeks leave without pay
Compassionate:	3 days paid leave, 3 weeks leave without pay for immediate family
Time in Lieu:	Flexible working hours & time in lieu arrangements instead of overtime

*\* Salary Sacrifice is a benefit available to employees in the Community Services sector. It enables employees to reduce their taxable income, by having a proportion of their salary allocated to bills and basic living costs before tax is calculated.*

*Under Legislation there is a capped limit on the amount you can salary package each fringe benefit tax year (1 April to 31 March). For employees who work for a Public Benevolent Institution the capped limit is \$15,899.90 (\$30,000 grossed up).*