

<b>Position title</b>	<b>Aboriginal Community Development Worker</b> <i>(First Nations Identified Role)</i>
<b>Reports to</b>	<b>Aboriginal Health Manager</b>
<b>Award agreement</b>	<b>Community Health Centre (Stand Alone Services) Social And Community Service Employees Multi Enterprise Agreement 2022</b>
<b>Classification</b>	<b>SACS Level 4</b>

## About Your Community Health

Your Community Health is a progressive, high quality, independent community health service. It provides a wide range of community-based health and social support services including primary care, allied health, oral health, mental health, harm reduction, social support and health promotion services. Our three comprehensive health centres are located in Darebin, but we are here for everyone in the diverse communities across Melbourne. We work in partnership with our communities and other services using a combination of outreach, home-based and centre-based activities and co-located services.

More information is available at: [www.yourch.org.au](http://www.yourch.org.au)

<b>Vision</b>	Health and wellbeing for everyone
<b>Purpose</b>	We partner with people and communities to deliver health and wellbeing services and promote equity
<b>Our organisational values</b>	<p><b>Courage</b></p> <ul style="list-style-type: none"> <li>• We are progressive</li> <li>• We are creative and resourceful</li> <li>• We challenge the status quo for the benefit of our communities</li> </ul> <p><b>Empathy</b></p> <ul style="list-style-type: none"> <li>• We are caring and inclusive</li> <li>• We celebrate and value diversity</li> <li>• We work collaboratively and respectfully</li> </ul> <p><b>Integrity</b></p> <ul style="list-style-type: none"> <li>• We are ethical, honest, reliable and fair</li> <li>• We listen and are accountable to our communities</li> <li>• We earn and build trust</li> </ul> <p><b>Achievement</b></p> <ul style="list-style-type: none"> <li>• We are outcomes-focused</li> <li>• We are adaptable and always learning</li> <li>• We continuously improve</li> <li>• We are creative and resourceful</li> </ul>

### **Statement of Inclusivity**

Your Community Health is committed to providing an inclusive and accessible environment where people and communities of all identities and backgrounds (including but not limited to, ethnicity, faith, socio-economic circumstance, sexual orientation, gender identity, ability, bodies, migration status, age and Aboriginal and Torres Strait Islander descent) are accepted, safe and celebrated. We achieve this through the guidance of our values and principles.

Your Community Health understands the need to ensure that meaningful inclusion is built into the organisational DNA and to create an environment that attracts team members that reflect the communities we serve.

Your Community Health look to actively encourage members applications from of the LGBTIQA+, Aboriginal and Torres Strait Islander peoples, Disability, culturally and linguistically diverse communities and those with lived experience in areas in which we work. We work to address barriers in full participation.

### **About the Aboriginal Health team**

The Aboriginal Health Team, located within the Community Partnerships Directorate, provides health services and support to Aboriginal and/or Torres Strait Islander communities across northern Melbourne. The team aims to create a culturally safe space where community members can access YourCH services and receive support across all areas of health, including social, physical, mental, emotional, and spiritual well-being.

Your Community Health aims to promote the health and wellbeing of the Aboriginal and/or Torres Strait Islander communities by:

- Developing and providing culturally appropriate services to enhance the quality of life of our community members.
- Promoting Aboriginal and/or Torres Strait Islander community health and well-being.
- Providing flexible services that meet Aboriginal and/or Torres Strait Islander community needs.
- Advocating to close the gap in relation to health outcomes.
- Focusing on partnerships with other agencies, services and the community.

### **Position Purpose**

*This is a First Nations identified position and an Aboriginal and/or Torres Strait Islander person is sought for this role. All roles within the Aboriginal health team are filled by Aboriginal and/or Torres Strait Islander people.*

The Aboriginal Health Community Development Worker position will work with the local Aboriginal and Torres Strait Islander community. The role will focus on supporting community members to access the services and programs at Your Community Health and the broader community. The position will also coordinate the planning and delivery of current Aboriginal programs Sista Circle, support and complement services provided by the Aboriginal Health Team, and work in partnership with other health and wellbeing program and services, including Aboriginal Controlled Community Organisations.

## Position responsibilities

- Support access to culturally appropriate health care to meet the needs of Aboriginal and Torres Strait Islander communities
- Participate in relevant local community projects and groups that aim to address health issues with an early intervention and prevention focus
- Consult with Aboriginal community members and program participants to inform Aboriginal program delivery
- Support the planning and delivery of programs that include health education and promotion of services delivered by Your Community Health
- Work with Your Community Health staff to provide culturally appropriate care for Aboriginal and Torres Strait Islander clients
- Ensure that programs include health education and promotion and will provide an opportunity to connect to country and share on country. These programs will enable community members to be empowered with knowledge to manage their health and to promote health and wellbeing to their family and community
- Participate in team, program and organisation meetings and staff development activities
- Actively participate in the development and ongoing operation of the Aboriginal Health Program
- Represent the organisation as a stakeholder at relevant local network meetings

## Position requirements (qualifications, skills, knowledge and attributes)

An Aboriginal and/or Torres Strait Islander person is sought for this role by Your Community Health as a special measure pursuant to Section 12 of the *Equal Opportunity Act 2010*.

## Qualifications, Registrations and Licenses

- Relevant experience and / or qualifications such as Aboriginal Health Worker, Certificate III in Mental Health, Certificate IV in Community Services or the willingness to work towards one or more of these qualifications

## Skills and Competencies

- Experience working with Aboriginal and Torres Strait Islander communities with demonstrated cultural awareness and sensitivity
- Experience working in or with Aboriginal and Torres Strait Islander services and programs
- Knowledge of the strengths and challenges in relation to the health and wellbeing of Aboriginal and Torres Strait Islander communities
- Demonstrated understanding of community health and the wider primary health care system, including referral pathways and working collaboratively with a range of health professionals, including specialists, GPs, nurses and allied health professionals
- Experience in planning, implementing, monitoring and evaluating programs or projects
- Proven ability to meet funding requirements including writing narrative reports, submitting data reports and spending allocated budget within required timelines
- Proven ability in developing networks leading to increased client or consumer participation in programs
- Ability to work independently, as part of a team and across an organisation
- Group facilitation skills and experience

## Expected behaviours for all YourCH team members and volunteers

- Support the provision of services that are inclusive, safe and high quality
- Maintain staff, volunteer and client confidentiality at all times
- Work in partnership with the community, clients and staff to achieve our vision
- Ensure an inclusive and safe workplace for clients, visitors, volunteers and staff
- Work in accordance with Your Community Health Policies and Procedures

## General

- Your Community Health requires declarations and personal information relevant to employment. The collection and handling of this information will be consistent with the requirements of the Information Privacy Act 1988
- The successful applicant is required to provide evidence of eligibility to work in Australia
- Employment is contingent on a satisfactory Police Records Check, valid Working with Children Check and NDIS Worker Screening check clearance (when required). Where the preferred applicant has lived or worked overseas for a continuous period of 12 months or more within the past 10 years, they are required to provide an international police check for all countries that they have lived in for that period of time
- Applicants who are not currently employed by Your Community Health are required to complete a Pre-existing Illness/ Injury Declaration Form
- Management, in consultation with the staff member, reserves the right to modify this position description when required

## Relationship to Performance Development and Review Plan

This position description operates in conjunction with, and forms part of the relevant individual Performance Development Review Plan aligned to the organisational Strategic Plan. An initial performance review will take place six months following commencement of employment and then on an annual basis.

**Your Community Health is an equal opportunity employer and encourages individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Disability, Culturally and Linguistically Diverse and LGBTIQA+ communities to apply.**