

Position Description

Title	Community Development Worker
Business unit	Child, Youth and Family – Family Violence
Location	188 McDonalds Road Epping
Employment type	Part-time, Maximum Term
Reports to	Team Leader Families@Home

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice.

Our values: We are imaginative, respectful, compassionate, and bold.

1. Position purpose

The Community Development Worker – Women's Empowerment & Family Violence Program facilitates safe, supportive, and empowering spaces for women with lived experience of family violence to come together, share their stories, and strengthen their voices. The role centres women's leadership, healing, and collective empowerment while ensuring their insights meaningfully shape program design, delivery, and improvement through ongoing research and evaluation.

This position sits within the Families@Home Program which supports families in the City of Whittlesea who are at risk of homelessness due to family violence.

2. Scope

Budget: No direct budget responsibility outside of brokerage

People: No direct reports

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3. Relationships

Internal:

- Manager Family Violence and Community Supports
- Families@Home Team
- Uniting Epping

External

- Stakeholders
 - Whittlesea Local Council
 - Advocacy groups
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4. Key responsibility areas

Survivor Led Empowerment, Engagement and Group Facilitation

- Design and facilitate trauma-informed, strengths-based community programs/information sessions/drop in safe spaces for women who have experienced family violence.
- Create safe, inclusive spaces that support storytelling, peer connection, healing, and collective empowerment.
- Support women to identify their strengths, amplify their voices, and contribute to community and systemic change.
- Ensure participant safety, emotional wellbeing, and informed consent in all activities.

Lived Experience and Storytelling

- Engage respectfully with women's lived experiences, recognising storytelling as a powerful tool for healing, advocacy, and program development.
- Work alongside women to identify themes and insights to demonstrate program outcomes, impact and system gaps.
- Translate lived experience insights into an advocacy piece of work to influence relevant policies and practices.

Research, Evaluation & Program Improvement

- Conduct continuous, participatory research to assess program outcomes, impact, and effectiveness.
- Capture client feedback, stories, and reflections, in trauma-informed ways.
- Analyse program achievements, strengths, gaps, and areas for improvement.
- Contribute to evaluation reports, learning summaries, and recommendations to inform program growth and innovation.
- Ensure women's voices directly influence program planning, decision-making, and service improvement.

Community Development and Advocacy

- Support community-led initiatives and advocacy informed by women's lived experience.
- Participate in community forums, networks, and events related to family violence and women's empowerment.

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Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on my ongoing work with another organisation

5. Person specification

Qualifications

- Bachelor level degree in social work, Community Development or related discipline

Experience

- Demonstrated experience facilitating groups and information sessions with women, particularly those with lived experience of trauma or family violence.
- Strong understanding of the dynamics and impacts of family violence.

6. Core selection criteria

- Values alignment: ability to demonstrate and authentically promote Uniting's values.
- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- Ability to translate complex lived experiences into clear, policy ready analysis and recommendations.
- Excellent facilitation, listening, and reflective practice skills.
- Commitment to survivor-centred, culturally safe, and trauma-informed practice.

7. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

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This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

8. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

Signature:

Date: