

Early Childhood Project Worker

Brisbane Young Mothers for Young Women



Who we are

Micah Projects is a community based, not-for-profit organisation with a vision to create justice and respond to injustice at the personal, social, and structural levels in church, government, business, and society.

Micah Projects subscribes to the principle of non-discrimination that seeks to guarantee that human rights are exercised without discrimination of any kind based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status such as disability, age, marital and family status, sexual orientation and gender identity, health status, place of residence, economic and social situation.

We believe that every adult and child has the right to a home, an income, healthcare, education, safety, dignity, and connection with their community of choice.

Work Health and Safety

Everyone has a right to feel safe at work, and Micah Projects is committed to minimising the risk to any staff member, student, volunteer, contractor, consultant, and Board Member within the organisation. We work collectively to comply with the *Work Health and Safety Act 2011*.

What we do

Micah Projects works to break down barriers that exclude people from housing, healthcare, employment, and meaningful connections, and to give people a voice.

We support individuals and families including children to resolve crisis, break social isolation, have a home, access health and community services, and build a community.

We provide a range of support and advocacy services to individuals and families according to their needs. We ensure the immediate needs of participants are met in a supportive, informed, safe, and respectful manner.

Equal Opportunity

Micah Projects is an equal opportunity employer and promotes access to employment to individuals from a diverse range of social and cultural groups. We acknowledge the First Peoples of Australia as the traditional owners of this land and support their right to self-determination and cultural expression. We recognise that Brisbane is a diverse community and acknowledge the needs of individuals, families and communities relating to age, gender, disability, sexuality, and economic status.

Working together

It is important to Micah Projects that people feel welcome, have choices, and do not experience discrimination when working with Micah Projects.

It is our aim to work with participants, each other, and our partners to respectfully share knowledge, ideas, resources, and skills in order to improve the service for the people we support, and the people who work as part of Micah Projects.

Child Safe and Vulnerable Adult Safeguarding

Children and young people are entitled to live in a caring and nurturing environment and to be protected from harm and exploitation. Micah Projects is a child-safe and child-friendly organisation that prioritises the safety and wellbeing of children and young people. We actively provide guidance for management, staff, and others in identifying and responding to concerns about the abuse or neglect of a child or young person in contact with the organisation.

We extend these principles to create safe services for all participants we work with.

Micah Projects commitment to vulnerable and marginalised populations

Micah Projects Vision and Mission articulate our commitment to actively engaged with people who are marginalised, vulnerable and in many situations present with challenging behaviour.

Working in Micah Projects you are expected to proactively support this vision and mission whilst balancing the needs of staff to work in a supportive and safe environment.

To do this we actively work together to ensure that staff have the skills and knowledge to understand that many people who access our services do not have the ability to always regulate their emotions. This often occurs when they are frustrated, do not understand what options they have, and are impacted on by substance use or alcohol. The consequences result in staff being exposed to inappropriate and challenging situations which we are committed to providing training and support to problem solve and ensure services can be maintained.

Micah Projects actively wants to adapt a shared responsibility approach for creating a resilient culture whilst providing services to our most vulnerable participants. This requires self-awareness and a proactive approach within our organisational systems. We support staff in understanding the approach and context in which we work. We encourage staff to communicate their needs within this environment and a willingness to engage in problem solving strategies whilst providing support to participants.

Micah Projects provides outreach service in the community, centre-based services and services via phone. When dealing with challenging behaviour, our goal is to always disarm people with courtesy, respect and clear communication recognising that we may not always get it right and will learn from our participants when necessary. We recognise that many participants of Micah Projects have long histories of trauma from childhood and as adults. Whilst this is not an excuse for behaviours that are threatening to others, it is also an opportunity for participants to learn alternative ways of meeting their needs. This is how we implement a trauma informed and sensitive approach to our work.

We are committed to providing a culture of wellbeing and safety for our staff. Employees can access support and guidance internally and externally, as outlined in our Wellbeing Guide.

Position Overview

Position Title

Early Childhood Project Worker

Team

Brisbane Young Mothers for Young Women

Reports to

Team Leader

Line Manages

Nil

Classification/Award

Level 4, SCHADS 2010

Talkin

Team Leader

Based at

Brisbane

Backup when absent?

Team

Micah Projects – Brisbane Young Mothers for Young Women

Young Mothers for Young Women (YMYW) offers professional and peer` support to young pregnant and parenting women, 25 years and under, their children and families who reside in the Brisbane City Council region. Young women can access a variety of different services through our Wellspring Hub including targeted family support, group work, antenatal services, child health clinics and GP services. The program provides a two-generation approach meeting the needs of the parents and their children. We celebrate the strengths of young women who are parenting and recognize issues related to housing, health, social isolation, employment, education and income are interconnected and solutions require an integrated approach.

The Early Childhood Project Worker Role will work with the YMYW team to facilitate the IMPACT pilot funding to provide targeted early childhood support for families led by young parents. This position will work alongside our Early Childhood Family Support Worker.

This is a 12 month Pilot Program and position is for 3 days per week. (24 hours per week)

The ultimate aim is to support the resilience and stability of young families to allow both parents and children to thrive.

Position Description

As an Early Childhood Impact Worker, you will...

work as part of the Brisbane Young Mothers for Young Women (BYMYW) team to provide support to young parents with children 0-5 years. You will work alongside the Early Childhood Family Support Worker providing supported playgroup and individual home visiting support with a focus on supporting the developmental needs of children under 5 years.

Stakeholder Engagement

This position as part of a team engages with the following

- Mater Mothers Hospital, including midwives and social workers
- Children's Health Queensland
- Women's Legal Service

Collaboration within the Cluster and across Micah Projects Clusters and initiatives may include:

- YMYW Teams
- Organisational Services
- Other Micah Teams

Key Responsibilities

Development and delivery of intensive early childhood development support program

- Assist in development and delivery of support to young parents in partnership with YMYW Brisbane Team.
- Support a two-generation approach to fostering an understanding of early childhood development and parenting
- Support parent to understand their child's development through the use of Ages and Stages Questionnaires and provide activities to support children's continued development.

Maintaining and developing partnerships and working with families

- Work collaboratively with families, other staff, organisations and community to ensure positive outcomes for children of vulnerable families.
- Develop linkages and partnerships with early childhood education and care providers and other relevant community services.

Service Delivery

- Promote a culture of respect, safety, and trauma informed approaches.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011, including compliance.
- Assist Team Leaders to undertake administrative, practice and quality requirements in Micah Projects systems.
- Perform other relevant duties as assigned.

Data Management

- Complete administration and data collection for reporting and updating the participant management systems.
- Maintain a high quality of work with individuals and families as evidenced by well documented case notes and support plans using the organisational database.
- Accountable and responsible for making sure that organizational data and records are accurate, complete, and consistent, and used in accordance with policies and procedures and agreed upon evaluation processes.

Collaborative practice

- Work as a collaborative member of the multidisciplinary team, demonstrating a high level of teamwork, support, engagement, and communication reflecting the values of the organisation.
- Work as an inclusive member of the team, providing appropriate mentoring and guidance as required.

Professional practice

- Participate in all supervision and professional development as requested and to provide input into individual professional development plans.
- Provide high level professionalism, sensitivity, and responsiveness to the needs of internal and external people/partners.

Criteria and Conditions

Criminal History Screening

- ☐ National Police Certificate ☒ Blue Card
☐ Yellow Card ☐ APHRA Registration

Driver's License

- ☒ Essential ☐ Desirable

Travel

- ☐ Essential ☒ Desirable

Assets Provided

- ☒ Work Computer ☒ Work Phone
☒ Pool Vehicle ☐ Packaged Vehicle

Essential

- A Bachelor of Early Childhood Education or Relevant tertiary qualification in Social Work, Human Services, Psychology and experience in a similar role.
- Demonstrated understanding of the issues faced by young pregnant and parenting women, their children and partners.

- Demonstrated experience and knowledge of working with children from birth to school age and the development and implementation of early childhood programs that support the learning, social and emotional development of children with complex issues.
- Demonstrated understanding of early childhood development and the ability to support parents to implement activities to support their children's ongoing development.
- Demonstrated ability to work with parents to improve their relationships and interactions with their children, and support their role in promoting school readiness and the healthy development of children including capacity and willingness to conduct home visits with vulnerable families.
- Demonstrated ability to support families to transition their children into high quality and culturally appropriate universal early childhood education and care services, including an ability to develop linkages and partnerships with such services.
- Proven ability to work effectively within a multi-disciplinary team, and a demonstrated understanding of the skills and components required to participate in a successful team.
- Excellent organisation and planning skills in managing a personal workload in a busy environment with conflicting demands.

General Conditions

- All employees are to practice the values of Micah Projects as outlined in the Code of Conduct.
- Appointment to this position will be subject to a criminal history check as outlined in the organisational Criminal History Screening Policy. All employees are required to cover the cost of this.
- All employees are to have valid working rights in Australia.
- All employees must utilise Micah Projects systems to facilitate the quality of the organisation's work and services. This includes, but is not limited to, Microsoft Office suite, Quality, Human Resource, Finance, Data, and Case Management Systems.
- Employment in this position is subject to continued funding.
- Employment may involve work or training outside of normal business hours.
- All employees will comply with Workplace Health and Safety legislation as outlined in organisational policy and procedures.
- All employees are required to engage in support and coaching through the organisational performance development system.

Acknowledgement

I have read this Position Description and understand the requirements and responsibilities of this position as part of my employment with Micah Projects

Employees Name _____

Signed _____ **Date** _____

Original Date

March 2026

Revised Date

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