

POSITION TITLE:	Multicultural Youth Worker		
REPORTS TO:	Senior Multicultural Youth Worker		
POSITION CLASSIFICATION:	Fixed Term Part Time		
AWARD/CERTIFIED AGREEMENT	Social, Community, Home care and Disabilities Award 2010 and CMY Collective Agreement 2015-2018 or any replacement agreement.		
PRIMARY WORK LOCATION:	Gippsland Travel to other CMY offices and off-site locations may be required	APPROVED BY:	Bec Lean
SALARY:	SCHADS Level 4 plus: • Access to salary packaging • Superannuation paid as per the <u>Super Guarantee</u> • Annual leave loading • Generous entitlements including cultural leave options and flexible work arrangements	LAST UPDATED:	Aug 2026

About CMY

The Centre for Multicultural Youth (CMY) is a non-profit organisation based in Victoria and has been shaping culture alongside multicultural young people and communities since 1988. Our purpose is to create a society where multicultural young people live a life where they are connected and can fully reach their potential.

CMY works to address systemic barriers that impact multicultural young people by:

- Advocating for social change, challenging inequities and barriers that multicultural young people face.
- Delivering support services and programs to young people and families.
- Connecting and creating innovative opportunities for multicultural young people.
- Amplifying the voices and experience of multicultural young people to shift narratives and influence systems.
- Influencing government and policy makers with evidence-based information and lived experience.
- Developing the knowledge, confidence and skills of other organisations, businesses and government.
- Researching current issues affecting multicultural young people to inform what we do.

Our work is youth-informed, strengths-based, and grounded in diversity, inclusion and anti-racism. At CMY, we all play a part in shaping systems, attitudes and behaviours that create the society we all deserve. Find out more: cmy.net.au/about-us

About the Program Area

Our Regional Presence Program (RPP) sits within CMY's broader Programs and Services area. Based in Ballarat and Gippsland, we aim to connect services to better support young people and their families from multicultural backgrounds. We do this by:

304 Drummond St, Carlton VIC 3053

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

info@cmy.net.au • cmy.net.au

- Strengthening participation of young people from diverse cultural backgrounds in work, school, family and community in their region;
- Strengthening young people's sense of wellbeing and belonging through a range of programs and youth leadership opportunities;
- Assisting local communities to manage and develop an inclusive environment for young people from migrant and refugee backgrounds;
- Supporting and building better service capacity in engaging and working with culturally diverse young people, their families and communities.

POSITION SUMMARY:

The Multicultural Youth Worker provides culturally responsive youth work, case management, early intervention, and group-based support to multicultural young people across Gippsland.

Working with young people from migrant and refugee backgrounds, the role delivers support across a range of settings, including schools, community organisations, public spaces, and other community-based locations. The position assists young people experiencing barriers to education, settlement, wellbeing, participation, employment, and community connection through information and referral, outreach, individual support, case planning, and coordination with families, schools, and relevant services.

A key focus of the position is building positive and trusting relationships with young people and creating culturally safe, inclusive, and accessible opportunities for participation, leadership, and connection. The Multicultural Youth Worker works collaboratively with the Senior Multicultural Youth Worker and broader CMY team and contributes to the planning, delivery, monitoring, and evaluation of CMY's regional programs and services.

JOB RESPONSIBILITIES:

- In collaboration with the Senior Youth Worker, recruit, train and support peer mentors, collaborating with other CMY teams as required
- Plan and co-facilitate group work sessions with peer mentors for young people from refugee and migrant backgrounds
- Plan and co-facilitate school and community-based workshops, group programs and youth activities and other programs responding to local needs.
- Contribute to the planning and delivery of community events, school holiday programs, recreational activities and youth-led initiatives.
- In collaboration with the Senior Youth Worker, assess suitability of participants for referral into individual support, employment mentoring or Youth Participation opportunities.
- Support meaningful youth participation, co-design and leadership opportunities, including working alongside the Gippsland Youth Advisory Group.
- Provide individual support (with a prescribed caseload), including intake and assessment, information, independent living skills, referral, case-planning and case review to multicultural young people settling in Australia
- Maintain appropriate case notes, data, statistical records, documentation, case studies and reports as required by the organisation and funding bodies
- Develop and maintain relationships with other key service providers to facilitate referrals from and into CMY programs
- Where appropriate, engage with families and significant others to support positive outcomes for young people.

- Build and maintain relationships with schools and school wellbeing teams to support multicultural young people experiencing barriers to education and participation.
- Identify and assess risk indicators for young people, and support referral into relevant service provider
- Support the Senior Youth Worker in volunteer recruitment activities, including screening, training and ongoing support.
- In collaboration with the Senior Youth Worker, match young people with suitable volunteer mentors and provide them with individualised support throughout their job-seeking endeavours.
- Promote the program to young people from a migrant and refugee background, their families and communities, and other service providers.
- Provide early intervention support to young people experiencing factors that may increase their risk of disengagement or involvement with the youth justice system.
- Identify possible outcomes and priorities, and exercise initiative and judgment where practices and direction are not clearly defined
- Contribute to strengthening the capacity of local services to engage effectively with multicultural young people and families.
- In consultation and under the direction of a supervisor, develop and establish relationships and work collaboratively with key regional stakeholders in a range of forums
- Work within set budgets, including the effective delivery of all team and program activities
- Participate in supervision, professional development, reflective practice to develop and enhance best practice
- Actively participate in team and organisational meetings and cross program/organisational initiatives.
- Represent CMY within regional community and stakeholder networks.
- Contribute to a culture of Continuous Improvement and Learning organisation

KEY SELECTION CRITERIA:

1. Demonstrated experience providing strengths-based, culturally responsive youth work, including intake, assessment, case planning, individual support, referrals and responding to risk.
2. Understanding of the experiences, strengths and barriers affecting young people from migrant and refugee backgrounds, with demonstrated cultural competency and commitment to inclusive and anti-racist practice.
3. Demonstrated ability to engage young people experiencing barriers to education, wellbeing or community participation, including working collaboratively with young people, families, schools and services.
4. Demonstrated experience planning and facilitating youth programs, workshops or activities, with an understanding of youth participation, co-design and leadership development.
5. Well-developed communication and relationship-building skills, with the ability to work effectively with young people, families, schools, community organisations, government and other service providers across a regional setting.
6. Demonstrated ability to manage competing priorities, maintain accurate records, contribute to reporting and evaluation, work independently and collaboratively, and participate in supervision, professional development and continuous improvement.

QUALIFICATION REQUIREMENTS:

- Qualifications in a relevant discipline (i.e., Social Sciences, Community Development, International Relations), and/or relevant experience.
-

ROLE REQUIREMENTS:

304 Drummond St, Carlton VIC 3053

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

info@cmy.net.au • cmy.net.au

Mandatory Requirements:

All CMY staff must meet the following core employment requirements:

- **Pre-employment checks:** Satisfactory Police Record Check, Working with Children Check, and verification of the right to work in Australia.
- **Health and safety:** Compliance with Occupational Health & Safety (OH&S) policies and a demonstrated commitment to workplace safety for self and others.
- **Conduct and values:** Commitment to CMY's values of Participation, Diversity and Human Rights, and adherence to CMY's Code of Conduct, policies, and procedures.
- **Workplace expectations:**
 - Capacity to work flexible hours (including evenings and occasional weekends)
 - A current driver's licence, as this role requires a capacity to travel throughout Victoria,
- **Training and development:** Completion of the following mandatory training modules upon commencement and at regular intervals as required:
 - CMY Organisational Induction
 - Culturally Responsive Practice
 - Child Safety Training
 - Building Aboriginal Cultural Competency
 - Introduction to Family Violence
 - MARAM (Multi-Agency Risk Assessment and Management) Training (as relevant to role)

Note: Mandatory training is reviewed regularly and may change to reflect organisational and sector needs.

General Requirements:

- Contribute to 'OneCMY' culture through connecting, collaborating and culture shaping;
- Perform other duties as directed, consistent with organisational strategy and priorities.

ADDITIONAL INFORMATION:

- CMY is a Child Safe organisation and an Equal Opportunity Employer. All staff are subject to child safety screening and assessment as part of the recruitment process, including referee checks.
- CMY roles operate within a hybrid working environment, with flexible work arrangements that may be negotiated based on team and organisational needs.
- Please see [Guidelines for applying for a Job at CMY](#)

CMY STRATEGIC OBJECTIVES:

- **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/Senior
Manager Name

304 Drummond St, Carlton VIC 3053

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

info@cmy.net.au • cmy.net.au

Executive/Senior
Manager Signature

Date / /

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

Employee Name

Employee Signature Date / /