

POSITION TITLE:	Senior Multicultural Youth Worker – Gippsland		
REPORTS TO:	Program Manager- Youth Participation		
POSITION CLASSIFICATION:	Fixed Term, Full time (part time will be considered)		
AWARD/CERTIFIED AGREEMENT	Social, Community, Home care and Disabilities Award 2010 and CMY Collective Agreement 2015-2018 or any replacement agreement.		
LOCATION:	Traralgon	APPROVED BY:	Peta Fualau
SALARY:	SCHADS Level 5 plus: <ul style="list-style-type: none"> • Access to salary packaging • Superannuation paid as per the Super Guarantee • Annual leave loading • Generous entitlements including cultural leave options and flexible work arrangements 	LAST UPDATED:	August 2024

About CMY

The Centre for Multicultural Youth (CMY) is a not-for-profit organisation based in Victoria, providing specialist knowledge and support to young people from refugee and migrant backgrounds. Our vision is that young people from migrant and refugee backgrounds are connected, empowered and influential Australians. Through a combination of specialist support services, training and consultancy, knowledge sharing and advocacy, we are working to remove the barriers young people face as they make Australia their home

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:

- 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.

<p>POSITION SUMMARY:</p> <p>The Senior Multicultural Youth Worker role plays an important role in supporting the participation of young people from refugee and migrant backgrounds in local communities. The position will be responsible for planning, delivering and evaluating a variety of programs and group work activities developed in response to local needs and delivered in community and school-based settings, as well as providing information and referral support to help young people access local services.</p> <p>The role includes providing or assisting in training to build on young people's strengths and enhance their skills and confidence to participate in local initiatives. The position provides a range of opportunities that enable young people themselves to become engaged in their own development as well as the development of their communities.</p>

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JOB RESPONSIBILITIES:

- Establish and maintain a network with a range of stakeholder groups that include; young people, families, schools, local government and community organisations.
- Plan, coordinate, implement and deliver youth-led initiatives and group projects/events that actively involve young people. Establish priorities and monitor effectiveness of these.
- Provide expert advice and assistance to mainstream youth and settlement services to increase their capacity to work with newly arrived migrant and refugee young people.
- Under the direction of the Program Manager provide day to day supervision, guidance and support to other Multicultural Youth Workers and casual staff.
- Develop and deliver information and training sessions to young people, their families, service providers and the broader community.
- Undertake written work including reports, and other relevant publications as required.
- Provide community outreach and information and referral support.
- Work flexibly and collaboratively in a small team.
- Participate in supervision, professional development, and reflective practice to develop and enhance best practice.
- Participate in evaluation activities as required.

KEY SELECTION CRITERIA:

1. High level understanding of the multiple intersecting barriers relevant to young people from refugee and migrant backgrounds, particularly those related to settling in regional areas.
2. Demonstrated experience in delivering programs to young people in sport, school and community settings and an understanding of positive group facilitation and training practices;
3. Understanding of youth participation and community development principles;
4. Strong networking, relationship building and cross cultural communication skills with demonstrated capacity to communicate, negotiate and work with a diverse range of stakeholders including young people, families, communities, volunteers, and leadership within schools and organisations.
5. Demonstrated experience in leading project implementation, which includes well-developed organisational and administrative skills, the ability to plan and manage an effective work program, meet deadlines, database management, and the capacity to be flexible.

QUALIFICATION REQUIREMENTS:

- Tertiary qualifications/ experience in a relevant discipline such as social sciences, community development or education and/or work experience in the refugee or youth sector

ADDITIONAL INFORMATION:

- CMY takes Child Safety seriously and short listed candidates are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process. These include but are not limited to Police Record and Working with Children Checks, and child safety focused referee checks;
- Applicants must have the right to work in Australia;
- CMY is an Equal Opportunity Employer;
- In the context of Occupational Health and Safety all employees are required to carry out their duties in a manner that does not adversely affect their own health and safety and that of others by reporting all incidents and injuries as well as co-operating with any measures introduced in the workplace to improve OH&S;
- This role will be based out of the CMY Traralgon office but travel to other CMY offices is may be required.
- This role requires a capacity to work flexible hours including evenings and occasionally on weekends; and

- A current driver's license is required as this role requires a capacity to travel throughout Victoria, including overnight stays

GENERAL REQUIREMENTS:

- Demonstrate CMY values and behaviours Participation, Diversity and Human Rights;
- Comply with the Employee Code of Conduct;
- Comply with CMY policies, procedures and regulations; and
- Consistent with the strategic directions of CMY carry out all other duties as directed.

CMY KEY OBJECTIVES AND ACTION STRATEGIES:

- **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

Executive/Senior Date / /

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

Employee Name

Employee Signature Date / /