



## **COMMUNITY DEVELOPMENT WORKER – YOUTH & FAMILIES**

### **DUTY STATEMENT POSITION TITLE:**

Community Development Worker – Youth and Families

### **POSITION OBJECTIVE:**

This position supports the delivery of youth support and family mental health support programs on remote central Australian communities. This position will promote the personal, social and educational development of children and young people; assist Aboriginal families to support children and youth at risk, and assist children/youth and their families to engage positively with appropriate services.

The community development worker – Youth and Families will be based in Alice Springs with regular travel to the designated communities (out of Alice Springs 3 to 5 days in a week, 3 weeks in every 5).

### **ACCOUNTABILITY:**

The Community Development Field Worker will be accountable to the Management Team, and will work in partnership with other Youth and Families team members.

### **DUTIES AND RESPONSIBILITIES:**

1. Provide support to children/youth and their families consistent with the objectives and requirements of Waltja's Reconnect and Family Mental Health Support Service programs. Support is to be based upon strengths-based approach, the principles of self-determination, and respect for Aboriginal people, communities and culture.
2. Assist Aboriginal children/youth and their families to access other support, services and resources as required, and to actively engage in community and culture.
3. Engage Aboriginal people from each community wherever possible as mentors, advisers, and co-workers to assist with Waltja's service delivery, and support skills development of community members related to the program objectives.
4. Work collaboratively with other local service providers, agencies and institutions, to support young people and families at risk, to provide referrals, and to plan events and activities consistent with Waltja's program objectives.
5. Support Aboriginal decision making about the development, management and evaluation of Waltja's programs and support Aboriginal employment in research where possible.
6. Complete and provide appropriate and up-to-date documentation related to community visits, travel plans, data reporting, and client/community support



provided or requested. Where appropriate assist in the preparation of submissions for external funding.

7. Work as part of Waltja’s team across all projects. Work together with other staff, Management and elected Board Members. Support and mentor junior staff where relevant. Participate in Waltja events and meetings as directed.
8. Represent Waltja at Conferences, Seminars, Meetings, and Committees and in other community forums.
9. Identify training and professional needs/opportunities, and undertake training as directed by Management Team
10. A commitment to comply with all Waltja Policy and Procedures and Code of Conduct.

**SELECTION CRITERIA:**

*Essential:*

1. Ability to relate sensitively and effectively with Indigenous people and demonstrated knowledge and understanding of the issues affecting Aboriginal children/young people and their families.
2. Previous experience in community development work, including community consultation, service delivery, performance and data reporting, and evaluation.
3. Previous experience working successfully in a dynamic team environment and managing a diverse workload accordingly; proven experience of successful time management in a complex work environment.
4. Demonstrated capacity for strategic decision-making and initiative to make appropriate decisions when required.
5. Current NT Drivers License

*Desirable:*

1. Experience working in or with remote central Australian Aboriginal communities
2. Appropriate qualifications in Community Work or related fields
3. Experience driving 4WD vehicles



**SALARY PACKAGE:**

SCHADS Award Level 4 to5 (depending upon qualifications): the current range is \$70,408 to \$80,296.84 gross per annum plus superannuation Superannuation: 11.75%

Travel: Equipment: Annual leave: Personal Leave: Ceremonial Leave: Compassionate: Time in Lieu:

\$70/night for remote travel

All digital/computer/phone equipment as needed; Swag supplied

4 weeks pro-rata

10 days pro rata

Up to 8 weeks leave without pay

3 days paid leave, 3 weeks leave without pay for immediate family. Flexible working hours & time in lieu of arrangements instead of overtime.

\* Salary Sacrifice is a benefit available to employees in the Community Services sector. It enables employees to reduce their taxable income, by having a proportion of their salary allocated to bills and basic living costs before tax is calculated.

Under Legislation there is a capped limit on the amount you can salary package each fringe benefit tax year (1 April to 31 March). For employees who work for a Public Benevolent Institution the capped limit is \$15,899.90 (\$30,000 grossed up). There are a range of salary packaging options that apply and these should be discussed with Waltja finance team.

Enquiries about this position can be made to [manager@waltja.org.au](mailto:manager@waltja.org.au).