



COMMUNITY DEVELOPMENT WORKER – YOUTH & FAMILIES

POSITION DESCRIPTION

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.

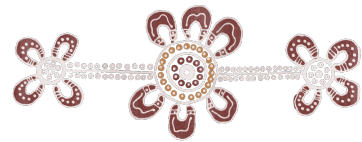
The community development worker – Youth and Families will be based in Alice Springs with regular travel to the designated communities. The communities are: Mt Liebig, Papunya, Titjikala, Santa Teresa and Apatula.

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. Professional supervision is provided by the Case Management Consultant to the Youth and Families program.

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 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. Assist Aboriginal families to actively engage in community and culture, and to generate culturally appropriate local strategies to address the problems of vulnerable and at-risk children and families.
4. 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.



5. 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.
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.
7. Where appropriate assist in the preparation of submissions for external funding
8. 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.
9. Represent Waltja at Conferences, Seminars, Meetings, and Committees and in other community forums.
10. Identify training and professional needs/opportunities, and undertake training as directed by Management Team
11. A commitment to comply with all Waltja Policy and Procedures and Code of Conduct.



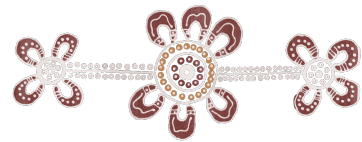
SELECTION CRITERIA

Essential:

1. A commitment to Aboriginal self-determination, demonstrated ability to relate sensitively and effectively with Indigenous people and demonstrated awareness of the issues affecting Aboriginal children/young people and their families in central Australia.
2. Previous experience in community development work, including community consultation, service delivery, performance and data reporting, and evaluation.
3. Qualifications in Social Work or Community Development, and the capacity to explain how the knowledge gained through this qualification relates to the requirements of this position.
4. 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.
5. Demonstrated capacity for strategic decision-making, and initiative to make appropriate decisions when required.
6. Current NT Driver's License or commitment to transfer current Driver's License to NT immediately upon appointment.
7. Current NT Working with Children and Vulnerable Persons (Ochre Card) authorization, or the capacity to acquire this within 6 weeks of provisional appointment.
8. Willingness to undertake a Police Check (for criminal history) – required within 6 weeks of provisional appointment.

Desirable:

1. Experience working in or with remote central Australian Aboriginal communities.
2. Experience working with Aboriginal families to assist them to make positive change and/or to address barriers to self-determination
3. Functional knowledge and skill in a central Australian Aboriginal language.
4. Experience driving 4WD vehicles in remote areas.



SALARY PACKAGE:

1. SCHADS Award Level 4-5 (depending upon qualifications):
current range is \$41.22/hr - \$47.16/hr plus superannuation
2. Superannuation: 11.75% (Waltja is a non-smoking environment and offers this higher rate of Superannuation to non-smokers. Waltja pays the ATO standard 10% superannuation contribution for smokers.)
3. Travel: \$70/night for remote travel
4. Salary Sacrifice* option to increase your take-home pay
5. Annual Leave 4 weeks pro rata; Personal Leave 10 days pro rata; Compassionate Leave (for immediate family) 3 days paid leave, 3 weeks leave without pay; Ceremonial Leave up to 8 weeks leave without pay
6. Flexible work hours and time in lieu arrangements instead of overtime.
7. All digital/computer/phone equipment provided as needed, swag supplied.

** 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.