

**POSITION DESCRIPTION** – **TEAM MEMBER**



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| --- | --- | --- | --- |
| Position Title | Youth Worker | Department | Community Programs |
| Location | The SHAK, Sanderson Middle School, NT | Direct/Indirect Reports | Nil |
| Reports to | Youth Team Leader | Date Revised | July 2020 |
| Industrial  Instrument | Social Home Care and Disability Services Award | | |
| Job Grade | Job Grade 2 | **Job Evaluation No:** | HRC0019475 |

* **Position Summary**

Work in a team environment at the SHAK Youth Centre in the Northern Suburbs to deliver supportive and innovative youth development programs for young people across the Darwin Region. The role will engage with a diverse range of young people to understand their needs and aspirations, using these insights to design and run activities that contribute to the personal development of young people.

* **Position Responsibilities**

**Key Responsibilities**

* Actively engage young people in the Darwin area in developmentally appropriate programs
* Facilitate and support the delivery of program activities and ensure all activities are conducted in a safe, fair and culturally appropriate manner
* Contribute to the general running and maintenance of the SHAK youth venue so that it is functional and welcoming for young people and stakeholders to utilise
* Support staff and volunteers from the SHAK and partner organisations in delivering activities
* Report any work health and safety concerns or incidents to the Team Leader and or the Coordinator
* Report any child protection concerns immediately to the Coordinator and complete the necessary mandatory report.
* **Position Selection Criteria   
  Technical Competencies**
* A broad knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and values and the issues impacting upon Aboriginal and Torres Strait Islander children, and a commitment to their rights, needs and aspirations
* Ability to work with culturally diverse communities
* Experience engaging with diverse stakeholder groups including young people, families and other professionals
* Good understanding of the issues facing young people in the Northern Territory,   
  including demonstrated skill and commitment to working with young people
* Strong motivation and initiative
* Proven ability to work as part of a team
* Demonstrable organisational skills

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* Demonstrable communication and interpersonal skills, both written and oral.   
  **Qualifications/Licenses**
* A Working with Children check is a mandatory requirement for this role and **must have current and up to date check in place prior to interview process.**
* Current NT Driver’s licence desirable
* First Aid certificate or willingness to obtain
* Relevant tertiary studies, Community Services Certificate IV, and/or equivalent

**Behavioural Capabilities**

* **Personal effectiveness | Being culturally competent |** Demonstrated understanding and appreciation of cultural differences and diversity in the workplace. Always displaying respect and courtesy to others and acknowledges cultural heritages and varying perspectives of team members.
* **Team effectiveness | Collaborating |** Demonstrated capability to work with others to reach common goals, sharing information, supporting and building positive and constructive relationships.
* **Team effectiveness | Managing performance |** Demonstrated capability to take ownership of work and use initiative to deliver results. Accountable for own performance and ability to set clearly defined objectives for achievement.

**General Conditions**



All Red Cross staff and volunteers are required to:

* Adhere to the 7 fundamental principles of Red Cross:

**Humanity | Impartiality | Neutrality | Independence | Voluntary Service | Unity | Universality**

* Act at all times in accordance with the Australian Red Cross Ethical Framework and Child Protection Code of Conduct
* Demonstrate skill, knowledge and behaviour to work with Aboriginal and Torres Strait Islander people in a culturally respectful way
* Comply with the Work Health and Safety management system
* Undertake a police check prior to commencement and every 3 years thereafter. Police check renewals may be required earlier than 3 years in order to comply with specific contractual or legislative requirements
* Support a child safe organisation by undertaking screening for suitability to work with children, youth and vulnerable people and to comply with relevant state/territory legislative requirements
* Assist the organisation on occasion, in times of national, state or local emergencies or major disasters.

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