Australian Red Cross
THE POWER OF HUMANITY

POSITION DESCRIPTION – TEAM MEMBER

Position Title	Youth Worker	Department	Community Programs
Location	The SHAK, Casuarina, 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 Casuarina 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

- 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.