

COMMUNITY ENGAGEMENT WORKER POSITION DESCRIPTION

GAMBLER'S HELP

ST LUKE'S REGION

At Anglicare Victoria our focus is on transforming the futures of children, young people, families and adults. Our work is based on three guiding pillars: Prevent, Protect and Empower.

We strive to create an environment where employees feel valued and rewarded.

By living the Anglicare Victoria values and actively fostering fairness, equality, diversity and inclusion, our people make Anglicare Victoria a truly great place to work.

So come and join us at Anglicare Victoria where there is a rewarding career ready for you in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.



Position details

Position	Community Engagement Worker
Program	Gambler's Help
Classification	SCHADS Award Level 5 (Community Development) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Part Time
Hours per week	19 hours per week
Duration	Fixed Term
Fixed term end date	30/06/2019
Location	St Luke's region – Mildura
Reporting Relationship	This position reports directly to Gambler's Help Team Leader.
Effective date	December 2018

Overview of program

This position is based within the Community Services suite of programs. This position is predominately responsible for providing Community Education for the Gambler’s Help program but will also provide education for the Financial Wellbeing and Victims Assistance Programs across the Mallee region.

The Gambler’s Help program provides counselling and education services for clients impacted by gambling.

The Financial Wellbeing program provides a range of programs include Financial Counselling, Financial Literacy and Microfinance to address financial difficulty and financial exclusion.

The Victims Assistance Programs support to victims of violent crime against the person to overcome the effects of the crime.

The Community Engagement Worker role aims to raise awareness of the risks and harms, promote the services and deliver broader prevention activities with a focus on at risk populations. Community Engagement activities are to be underpinned by public health promotion approaches.

The position is based in Mildura but some travel across the region will be required.

Position Objectives

1.	Improve community knowledge of the risk and harms of gambling, particularly for at risk populations.
2.	Identify and respond to the drivers of gambling harm through settings, place or population-based initiatives to prevent gambling harm.
3.	Provide local support for state-wide campaigns that promote help seeking, encourage early intervention and address the normalisation of gambling within the community.
4.	Promote the suite of programs within Community Services to the health and human service sector with the objects of increasing awareness of services and increasing help seeking.
5.	Contribute to the achievements of these objectives through catchment-based partnerships and opportunities to collaborate and leverage related initiatives.

Key responsibilities

The key responsibilities are as follows but are not limited to:

1.	Deliver a range of setting, place or populated-based initiatives to prevent gambling related harm.
2.	Promoting the suite of Community Services program and services.
3.	Planning, implementing and evaluating community engagement activities that meet the program objectives.
4.	Contribute to the planning, monitoring and evaluating of service delivery in consultation with the Team Leader and Manager.
5.	Facilitate activities across the region to support state wide messages, initiatives and programs.
6.	Developing and strengthening partnerships with key stakeholders.

Key Selection Criteria

The Key Selection Criteria are based on role specific requirements **and** the Anglicare Victoria Capability Framework. Applicants are required to provide a written response to **both** a) and b).

a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. The five criteria are to be addressed individually (no more than 2 pages in total).

 <p>Role Specific</p>	<p>1. A relevant tertiary qualification in Social Work, Community Development, Public Health, or Education at degree level with substantial experience; or associate Diploma level with substantial experience in the relevant service stream; or less formal qualifications with specialized skills sufficient to perform at this level.</p>
	<p>2. Hold or be willing to complete a Certificate IV in Training and Assessment.</p>
	<p>3. An understanding of the impact of problem gambling, financial difficulty and crime against the person on individuals, families and communities.</p>
	<p>4. Experience in the delivery of health promotion activities in a range of settings.</p>
	<p>5. Well-developed communication skills and confidence in group training and public speaking.</p>
	<p>6. A strong understanding and commitment to project planning, monitoring and evaluation.</p>

Key Selection Criteria (continued)

b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the two capability groups; **Personal Qualities and Relationship and Outcomes** (no more than 1 page in total).

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today's changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.

Personal Qualities



Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

Relationships and Outcomes



Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

Leading People



Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.

Occupational health & safety (OHS)

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

All Anglicare Victoria employees, contractors and volunteers are required to:

- take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company's OHS policies and procedures
- take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others
- cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace
- report all injuries, illness or 'near misses' to their Supervisor or Manager
- participate in relevant health and safety training based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems

Cultural Safety in the Workplace

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.

Conditions of employment

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award (SCHADS) 2010. Salary packaging is offered with this position.
- All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.
- All offers of employment are subject to a satisfactory Criminal History Check, a current Driver's License and an Employment Working with Children Check prior to commencement.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name:

Signature:

Date:
