



## POSITION DESCRIPTION – Choose an item.

Position Title	Youth Worker	Department	Community Programs
Location	The SHAK, Darwin, NT	Direct/Indirect Reports	Nil
Reports to	NT Youth Programs Team Leader	Date Revised	May, 2019

*Red Cross is committed to building long-term and respectful partnerships by working with Aboriginal and Torres Strait Islander people, communities and organisations to determine and lead their own solutions. To support this commitment, Red Cross is determined to build our capacities through meaningful and rewarding employment and Volunteering opportunities for Aboriginal and Torres Strait Islander people.*

### ■ 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.
- Uphold the importance of child safety and wellbeing as per Australian Red Cross policy.
- 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.
- Be actively involved in the promotion and marketing of all activities including the use of social media.
- Contribute to the strategic direction of Red Cross youth programs through participation in team meetings.
- Report any work health and safety concerns or incidents to the Team Leader and or the Coordinator.

### ■ Position Selection Criteria

#### Technical Competencies

- Strong motivation and initiative.
- Demonstrable organisational skills.
- Ability to use a variety of computer programs including Microsoft suite and multimedia applications.
- Demonstrable communication and interpersonal skills, both written and oral.
- 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.

- Ability to work with culturally diverse communities.
- Proven ability to work as part of a team.
- Commitment to reflective practice and continual improvement.

### Qualifications/Licenses

- A Working with Children check is a mandatory requirement for this role and **must have a current and up to date check in place prior to interview process.**
- Current NT Drivers license desirable
- First Aid 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.
- **Organisational effectiveness | Focussing on clients |** Proven track record in providing high quality service to internal and external clients and stakeholders. Actively seek and respond to client feedback in a constructive manner.

## ■ 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 5 years thereafter. Police check renewals may be required earlier than 5 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