

POSITION TITLE:	Senior Multicultural Youth Worker- Youth Support		
REPORTS TO:	Team Leader-Youth Support		
POSITION CLASSIFICATION:	Fixed Term – Part time		
AWARD/CERTIFIED AGREEMENT	Social, Community, Home care and Disabilities Award 2010 and CMY Collective Agreement 2015-2018 or any replacement agreement.		
LOCATION:	Carlton and Wyndham	APPROVED BY:	Bec Lean
SALARY:	SCHADS Level 5 plus: <ul style="list-style-type: none"> • Access to salary packaging • Superannuation paid as per the Super Guarantee • Annual leave loading • Generous entitlements including cultural leave options and flexible work arrangements 	LAST UPDATED:	July 2025

About CMY

The Centre for Multicultural Youth (CMY) is a non-profit organisation based in Victoria. We've been shaping culture since 1988. Our purpose is to create a society where multicultural young people live a life where they are connected and can fully reach their potential.

At CMY, we find the gaps, partner with experts, model the future and deliver real outcomes. We are the shaper of systems, attitudes and behaviours that create the society we all deserve. Find out more: cmymy.net.au/about-us

About the Program Area

The Programs and Services function area of CMY develops and delivers a range of projects, programs and services that focus on building resilience and developing capability and capacity of multicultural young people within a strengths based, family and community focused approach. Programs and services are integrated and operate in a coordinated manner with a local, regional and state-wide focus. This project will sit in the Youth Support Portfolio of the Program and Services function area.

The Standing Together Program is a Multicultural Multifaith Program for Adolescents using Violence within the Home (AFVITH). The program is led by Drummond Street Youth & Family Services, in partnership with CMY. The project will support young people from multicultural backgrounds who enact harm in a family setting, acknowledging that many of these young people are also victim survivors of family violence.

POSITION SUMMARY:
<p>The Senior Multicultural Youth Worker will collaborate with DS practitioners to implement the AFVITH response framework and provide expertise in engaging with multicultural young people who are using violence in the home and their families. The Standing Together program will provide an integrated service response, applying a whole of family practice lens to the work. The MYW will be responsible for providing intake, ongoing individual and family risk and safety assessments, case planning and coordination, referrals to local services and delivering relevant interventions for young people and their families.</p>

JOB RESPONSIBILITIES:

304 Drummond St, Carlton VIC 3053

T (03) 9340 3700 • F (03) 9349 3766 • ABN 82 127 444 713

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- Provide effective interventions utilising the AFVITH response framework for young people using violence in the home and their families in partnership with relevant service providers.
- Take an active lead in outreach activities, including youth engagement, community engagement and stakeholder relationship building
- Plan, co-ordinate and deliver activities and groups for marginalised young people as required by client cohort or the organisation/s
- Actively participate in and contribute to care teams, team meetings, case reviews and network meetings
- Work collaboratively with DS Practitioners to maintain a commitment to integrated service delivery, ensuring that individuals and families' safety and freedom underpins all interventions
- Provide ongoing individual, family, risk and safety assessments, case planning, therapeutic case management, case review, warm referrals to appropriate local services and relevant interventions for young people using and experiencing family violence.
- Engage with the internal and external stakeholders, including Orange Door, relevant schools, and community-based youth and family services to identify and support young people using violence in the home
- Develop and maintain collaborative, effective, and integrated working relationships with other service providers and community agencies, and provide advocacy where required.
- Maintain an up-to-date knowledge of referral pathways into multidisciplinary youth support programs, including family mediation and therapy, mental health, AOD, legal and family violence services
- In collaboration with DS Practitioners, support, develop and co-facilitate community engagement with cultural leaders, community elders, and extended family and kin networks as appropriate.
- Liaise with legal services, police, Child Protection and the Courts, as required
- Support leadership with the development, planning, implementation and review of policies and procedures, and inform the operational activities of the program and operational procedures
- Actively contribute to evaluation and continuous improvement activities
- Effectively deliver all program activities within a set budget.
- Set priorities and monitor work flow in areas of responsibility, and exercise initiative and judgment where practices and direction are not clearly defined;
- May be required to supervise junior staff and/or Provide expert advice to employees classified at lower levels and/or volunteers
- Provide input and support to internal CMY working groups and external forums as required.
- Complete regular reporting, data collection, case notes and record keeping.

- Positively influence and contribute to a service and team culture that focusses on meeting the service goals using evidence informed, reflective practice.

KEY SELECTION CRITERIA:

1. Demonstrated experience in delivering framework based, client centred, culturally responsive support to young people and families who are facing multiple and complex intersecting barriers
2. Demonstrated experience of working with young people from a refugee and migrant background, their families and communities.
3. In depth understanding of the definitions, impacts and complexity of family violence and AFVITH
4. Well-developed interpersonal and cross cultural communication skills with proven ability to collaborate and engage with a diverse range of people including colleagues, young people, families, communities and external organisations.
5. Experience in record keeping, data collection, evaluation and reporting, and well developed organisational, communication and administrative skills.

QUALIFICATION REQUIREMENTS:

- Tertiary qualifications in a relevant discipline (ie social work, youth work, community development) and/or extensive work experience in the refugee and/or youth sector

ADDITIONAL INFORMATION:

- CMY takes Child Safety seriously and short-listed candidates are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process. These include but are not limited to Police Record and Working with Child Checks, and child safety focused referee checks;
- Applicants must have the right to work in Australia;
- CMY is an Equal Opportunity Employer;
- In the context of Occupational Health and Safety all employees are required to carry out their duties in a manner that does not adversely affect their own health and safety and that of others by reporting all incidents and injuries as well as co-operating with any measures introduced in the workplace to improve OH&S;
- This role will be based out of the CMY Carlton and Sunshine office but travel to other CMY and co-location with partner in Wyndham is expected.
- This role requires a capacity to work flexible hours including evenings and occasionally on weekends; and
- A current driver's license is required as this role requires a capacity to travel throughout Victoria,

GENERAL REQUIREMENTS:

- Demonstrate CMY values and behaviours Participation, Diversity and Human Rights;
- Comply with the Employee Code of Conduct;
- Comply with CMY policies, procedures and regulations; and
- Consistent with the strategic directions of CMY carry out all other duties as directed.

CMY KEY OBJECTIVES AND ACTION STRATEGIES:

- My Community
Young people are *connected, belong and contribute* to their families and the community.
- My Journey
Young people are *empowered to access opportunities* and actively shape their own futures.
- My Voice
Young people are *understood, accurately represented and influential*.

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- My CMY
CMY is a strong partner and recognised leader in working with diverse young people.

I have read, understood and approve the above position description:

Executive/Senior
Manager Name

Executive/Senior
Manager Signature

Date

I have read, understood and accept the above position description:

Employee Name

Employee Signature Date / /