

POSITION TITLE:	Pasifika Youth Worker		
REPORTS TO:	Team Leader- Le Mana Pasifika Program		
POSITION CLASSIFICATION:	0.6, Fixed Term		
AWARD/CERTIFIED AGREEMENT	Social, Community, Home care and Disabilities Award 2010 and CMY Collective Agreement 2015-2018 or any replacement agreement.		
LOCATION:	Western metro	APPROVED BY:	Peta Fualau
SALARY:	SCHADS Level 4 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:	June 2023

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 area develops and delivers a range of programs and services that focus on building resilience and developing capability and capacity of multicultural youth within a strengths based, family and community focused approach. Programs and services are integrated and operate in a coordinated manner with a regional and state-wide focus.

The Le Mana Pasifika Program aims to help build connected communities and a sense of belonging for Pasifika young people in Victoria. We do this by facilitating a range of meaningful participation opportunities for Pasifika youth that address some of the systemic barriers they face to accessing education, employment and participation in civic society.

POSITION SUMMARY:
<p>The Pasifika Youth Worker will support the delivery of culturally appropriate projects and programs that seek to advance outcomes for Pasifika young people and families. This role will be based in the Southeastern Metropolitan Region, with the work covering Local Government Areas of Casey, Cardinia and Greater Dandenong. The Pasifika Youth Worker will facilitate opportunities for Pasifika young people to meaningfully engage in education and employment pathways and improve referral pathways to specialist services for Pasifika youth. Furthermore, this role will support Pasifika Youth to strengthen their connection to community and culture through leadership and other capability building activities in collaboration with the broader Le Mana team, other CMY program areas and community partners.</p>

JOB RESPONSIBILITIES:

- Support effective planning and project coordination to ensure the delivery of quality projects and services to Pasifika young people and communities.
- Utilising youth work practice principles, deliver high quality programs and services that respond to key issues, and build the capacity of Pasifika youth to become active citizens through the provision of direct support, mentoring and capacity building activities.
- Maintain relationships with other key service providers to facilitate referrals from and into CMY programs.
- Set priorities and monitor workflow in the areas of responsibility, and exercise initiative and judgment where practices and direction are not clearly defined. Under the direction of a supervisor, seek out and undertake appropriate training and professional development opportunities to build expertise and understanding around priority issues for Pasifika Youth;
- Maintain appropriate youth work practice including ensuring that case notes, statistical records, documentation are completed to a high standard
- Contribute to the development of reports, presentations and case studies as required by the organisation;
- Work within set budgets, including the effective delivery of program activities;
- Contribute to a culture of Continuous Improvement by contributing to team program planning and review;
- Participate in supervision, professional development and reflective practice to develop and enhance best practice;
- Actively participate in the activities of the Le Mana and broader CMY staff team including contributing to internal working groups and other CMY activities as appropriate.

KEY SELECTION CRITERIA:

- Do you hold tertiary qualifications in a relevant discipline (e.g., social work, youth work, community development) and/or have extensive experience in delivering programs to Pasifika young people in social, recreational, school, or community settings?
- This position is designated for a candidate from a Pasifika background under the Special Measures of the Equal Opportunity Act. Can you confirm your eligibility and describe your understanding of the needs of Pasifika young people, their families, and communities, using a strengths-based and holistic approach?
- Can you demonstrate experience in leading and delivering group programs, providing individual support, and facilitating positive group training practices, including collaborating with partner organizations and other stakeholders?
- Do you have a strong understanding of youth participation and community development principles? Can you provide examples of how you've applied these in your work with Pasifika communities?
- Do you possess strong administrative, written, verbal, and interpersonal communication skills? Please share examples of how you've effectively engaged with diverse stakeholders, communities, and organizations, including both government and non-government sectors.
- Can you provide examples of your experience in supporting young people and families, including navigating referral pathways and connecting them to relevant support services?

QUALIFICATION REQUIREMENT:

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

ADDITIONAL INFORMATION:

- This position is specifically for applicants from Pasifika background under Special Measures of the Equal Opportunity Act.
- 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 Dandenong office but travel to other CMY offices is may be required.
- 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 metro Melbourne,

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*.
- **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 / /