

POSITION TITLE:	Senior Pasifika Youth Worker		
REPORTS TO:	Team Leader- Le Mana Pasifika Program		
POSITION CLASSIFICATION:	Full Time, Fixed Term This position is specifically for someone from a Pasifika background, under Special Measures of the Equal Opportunity Act.		
AWARD/CERTIFIED AGREEMENT	Social, Community, Home care and Disabilities Award 2010 and CMY Collective Agreement 2015-2018 or any replacement agreement.		
LOCATION:	Sunshine	APPROVED BY:	Kumari Fernando
SALARY:	SCHADS Level 5 plus: <ul style="list-style-type: none"> • Access to salary packaging • Superannuation as per 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 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 Senior Pasifika Youth Worker will support the development and 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 Western Metropolitan region of Wyndham, Brimbank and Melton municipalities. Working with sector stakeholders including Local and State Government, community services and other groups, this role will coordinate opportunities for Pasifika young people to meaningfully engage in education and employment pathways and improve access to and utilisation of specialist and mainstream services. 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> <p>The Senior Pasifika Youth Worker will be required to take a lead across issues of relevance and priority for Pasifika Youth which may include Youth Justice, Child Protection, Education or Employment (these will be reviewed from time to time, to ensure responsiveness to priority issues identified by Le Mana staff, Government and community).</p>

JOB RESPONSIBILITIES:

- Apply effective planning and project coordination skills 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.
- Develop and maintain relationships with other key service providers to facilitate referrals from and into CMY programs and build sector capability around culturally appropriate engagement and support for Pasifika youth.
- Provide education, support and direction to colleagues in relation to best practice approaches to supporting Pasifika Youth and families including the review of materials, resources and services to assess accessibility and/or relevance.
- Set priorities and monitor work flow 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, and support initiatives that draw on this knowledge across the Le Mana team.
- Maintain appropriate case notes, statistical records, documentation, case studies and reports as required by the organisation and funding bodies
- Work within set budgets, including the effective delivery of all team and program activities
- Assist leadership in the development of grant applications and proposals relevant to Le Mana
- Under the direction of a supervisor (team leader/coordinator/manager) provide supervision, guidance and support to other junior youth workers and casual staff in Le Mana.
- Contribute to a culture of Continuous Improvement by contributing to team program planning, development and review of operational procedures and work plan development 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:

1. Demonstrated understanding of the needs of Pasifika young people and their families and communities, with an ability to identify issues of concern using a strengths focused and holistic approach.
2. Demonstrated experience in leading and delivering programs to Pasifika young people in social, recreational, school and community settings and an understanding of positive group facilitation and training practices
3. Demonstrated knowledge and capacity to work in a bi-cultural setting and lead others in this work
4. Experience in delivering programs in partnership with other organisations and an ability to collaborate with a diverse range of people and communities
5. Strong administrative, written, verbal and interpersonal communication skills, including the ability to effectively engage with stakeholders, communities, government and non-government organisations, and the general public.
6. Demonstrated strong capacity to work independently, and as part of a team – including the support and supervision of junior staff and volunteers.

QUALIFICATION REQUIREMENT:

- 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

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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;
- This position is specifically for applicants from Pasifika background under Special Measures of the Equal Opportunity Act.
- 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 Sunshine office but travel to other CMY offices is 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 Date / /

Manager Signature

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

Employee Name

Employee Signature Date / /