



# Child Development Worker Position Description

<b>Reporting to:</b>	Team Leader	<b>Work location:</b>	Multiple locations – Canterbury Bankstown, Inner City & Nth Sydney
<b>Department:</b>	54 reasons	<b>Budget holder:</b>	No
<b>Team:</b>	Metropolitan Sydney	<b>Direct reports:</b>	Nil

## About 54 reasons

54 reasons is Australia's leading child rights organisation, proudly part of the Save the Children Australia Group and global movement. We're here to make sure that everyone understands their rights. So that children and young people have their rights met and thrive, in all their diversity.

We champion the children, young people and families we work with. We are inspired by the curiosity and creativity of children, and motivated by the love of those who care for them. With the child's voice at the centre, we provide quality services to children and their caregivers, advocating with them so that children develop, learn, and are connected, safe and confident.

Our people are proudly local, and as diverse as the communities we serve - in every state and territory, and across regions, remote areas and capital cities. With operations in every state and the NT, our services span the early years and school engagement, youth justice, domestic and family violence and family support, and our practice is grounded in child rights and participation.

## Role Purpose

The Child Development Worker actively engages children to build their skills in all developmental areas to get them ready to transition into education, and engages parents/carers in the delivery of a quality program in order to facilitate improved relationships between parents/carers and children. The Child Development Worker creates an environment of trust and respect with families and children to maximise participation and assist in identifying where additional support and external services may be required.

Child Development Workers contribute to 54 reasons' purpose to inspire breakthroughs in the way the world treats children, and to achieve immediate and lasting change in their lives.

The key focus areas for the Child Development Worker are:

- Provision of quality service delivery
- Active engagement and promotion of the program with the community
- Engagement with families
- Collaboration with team members
- Evaluation and reporting

## Key Areas of Accountability

### Service delivery

- Work under supervision of the Team Leader to deliver a quality and effective program, including set-up, program facilitation and preparation of materials
- Observe behaviour of children and parents to assist in determining development needs
- Contribute to program planning, building on existing strengths and seeking opportunities for enhancement and improvement
- Maintain resources to a safe standard, to ensure they are in good condition and working order

### Community engagement

- Create and maintain networks within the community and with external agencies
- Actively participate in community events to promote program impact and grow program reach
- Proactively promote the program within the community

### Engagement with families

- Actively engage with families and encourage parent participation in activities to facilitate improved family relationships
- Create a welcoming and safe environment for families and children, to better understand children's needs and develop appropriate programs
- Engage and build rapport with vulnerable families, and support the referral of new families
- Ensure that all practice is culturally appropriate and suitable for families engaged in the program

### Teamwork and collaboration

- Consult with broader team to identify potential referral needs
- Participate in regular team meetings and maintain open lines of communication, encouraging the sharing of knowledge
- Provide specialist support to the broader team in early childhood strategies and developmental needs of children

### Evaluation and reporting

- Assist with process monitoring, data collection and reporting
- Under the direction of the Team Leader manage receipts for program materials for reporting and effective budget management

### Health, safety, security and risk management

- Be a role model for safety and security and comply with all workplace safety policy, procedure, work instructions and training
- Act safely at all times
- Report all incidents, injuries and potential hazards in a timely manner
- Participate in, and contribute to, health and safety awareness and improvements
- Be aware of, document and manage the risks associated with your team's programs and workplaces and ensure appropriate elimination or mitigation measures are applied

### Child protection and safeguarding requirements

- Maintain a child safe environment at the workplace and safeguard children's rights, acting in the best interests of children at all times
- Comply with the Child Safeguarding Code of Conduct and child safeguarding and protection policies and standards (click [here](#) to view further details)
- Demonstrate the highest standards of behaviour towards children in both your private and professional life
- Never abuse the position of trust that comes with being a part of the Save the Children family
- Maintain a safe and positive relationship at all times when working with children and young people
- Respond to any concerns for the safety or wellbeing of a child in a program in accordance with internal reporting processes

## Person Specification

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### Essential knowledge or experience

- Demonstrated skills, knowledge, understanding and experience working with culturally diverse families, Aboriginal and Torres Strait Islander families, families facing disadvantage and those isolated from their families
- Demonstrated experience delivering early childhood programs with children aged 0-5 and their families
- Knowledge of childhood development needs and understanding of stages and influences
- Ability to create rapport and build relationships with adults and children from diverse cultural and socio-economic backgrounds
- Demonstrated experience in using trauma informed practice
- Sound time management and organizational skills, and ability to manage and plan own workload
- Knowledge and/or experience in handling child protection concerns and processes
- Strong communication skills
- Strong computer literacy skills and capability to manage databases
- Ability to work independently and as part of a team

**Required qualifications and/or accreditations**

- Certificate III to Diploma in Children’s Services or equivalent qualification, or significant relevant experience

**Additional Information**


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- Any offer of employment at 54 reasons will be subject to a satisfactory National Police Record Check and, where required, a Working with Children Check
- Employees must sign on to Save the Children Australia’s Child Safeguarding Policy and Code of Conduct
- Ongoing performance and employment will be measured against KPIs, values and demonstrated behaviours outlined above
- 54 reasons is an Equal Opportunity Employer

<b>Driver’s Licence:</b>	Required	<b>Travel:</b>	Required across multiple metro locations
<b>Working with Children Check:</b>	Required	<b>Assets:</b>	Laptop/phone