



# Community Development Worker

## Position Description

<b>Reporting to:</b>	Team Leader	<b>Work location:</b>	Shepparton
<b>Department:</b>	54 reasons	<b>Budget holder:</b>	No
<b>Team:</b>	Nth Vic	<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 key focus areas for the Community Development Worker are:

- In consultation and with respect to the community, providing support and advice to the 54 reasons team to encourage a safe and secure environment for children, their families and 54 reasons employees
- Supporting 54 reasons employees to build strong connections within the community
- Partnering with local services to facilitate community groups, activities, events and stakeholder meetings
- Driving community development processes and championing a best practice approach to integrated service delivery

### Key Areas of Accountability

#### Role requirements

- Empower community members to have a voice and actively listen and respond to their views; act as a conduit between community members and staff
- Build and maintain strong networks, service delivery partnerships, including for the delivery of group activities, and effective referral pathways
- Participate in and support community development processes and integrated service delivery
- Assist with development of networking opportunities to promote 54 reasons programs
- Collect and record data and information for accountability, evaluation and reporting requirements
- Coordinate activities to bring together families and communities together in positive activities that provide opportunity to connect with services, resources and information designed to meet their needs in culturally appropriate ways
- Plan, implement and facilitate group activities, workshops, stakeholder and community meetings
- Partner with community organisations to ensure activities are well designed, well promoted, and address community needs
- Communicate about emerging issues in community, and identify family needs for safety, wellbeing, recreation, creativity, cultural involvement and community participation
- Provide opportunities for employees to engage with children and families in non-clinical 'soft entry' settings
- Maintain accurate up-to-date information on the support services available in the community
- Work effectively in a team and support programs when required



- Work in partnership with existing services to improve program design and implementation and improve community access

#### 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 experience in working alongside children and families, using a partnership and strengths-based approach, to set and achieve agreed outcomes in a community development setting
- Highly developed communication and interpersonal skills including the ability to negotiate and advocate on behalf of families, and effectively engage families in a culturally sensitive manner
- Experience working in partnership with other service providers to achieve impact
- Experience working with families from CALD and/or Aboriginal and Torres Strait Islander backgrounds
- Understanding of culturally accepted practices, in CALD and/or Aboriginal and Torres Strait Islander families and communities
- Ability to work autonomously under limited supervision
- Ability to establish sound relationships with young people, families, community groups and other service providers
- Understanding of complex family and cultural practices specific to the local community
- Understanding of and/or experience working with young people and/or families facing disadvantage
- Knowledge of local community services/resources

#### Required qualifications and/or accreditations

- Cert III or equivalent qualification in Community Services or a relevant field, 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

**Driver's Licence:**

Required

**Travel:**

Minimal

**Working with Children Check:**

Required

**Assets:**

Laptop