

POSITION DESCRIPTION

JOB TITLE:	Male / Female Youth Development Worker	DATE:	May 2019
AWARD:	Social, Community, Home Care and Disability Services Industry Award 2010	SALARY:	Based on Level 2-1 Award and relevant penalties
REPORTS TO:	Jaru Pirrjirdi Coordinator	DEPT:	Jaru Pirrjirdi
APPROVED BY:	CEO	SUPERVISES:	Jaru Volunteers

PART A: ABOUT WYDAC

BACKGROUND

Warlpiri Youth Development Aboriginal Corporation (WYDAC), formerly Mt Theo Program, was started by Yuendumu Community in 1993 to address chronic petrol sniffing in Yuendumu. WYDAC achieved unprecedented community success in this initial struggle, which led to considerable growth in the scope of the services provided. WYDAC now provides a comprehensive range of programs that deliver diversion, development, treatment, and leadership services throughout the Warlpiri region.

WYDAC was created by, and for, Warlpiri people, and is governed by a Warlpiri Committee. WYDAC head office is located in Yuendumu Community, and WYDAC has permanent staffing and operations at five different Warlpiri sites – Yuendumu, Willowra, Nyirrpri, Lajamanu remote communities and Mt Theo Outstation. The notable, and sustainable, success of the program has been firmly based on the support and strength of local Warlpiri youth and their communities, as well as the ongoing commitment of staff.

The program aims to promote positive and meaningful pathways for all young Warlpiri people and, in turn, their families and communities. This is done through an extensive range of complementary, community-based programs, which are summarised briefly below.

1. *Youth Development Programs*
 - a. Yuendumu (Jaru Pirrjirdi), Willowra, Nyirrpri and Lajamanu, including Yuendumu Pool
2. *Client Services*
 - a. Mt Theo Outstation, Warra Warra Kanyi and Outreach Counselling Services
3. *Management and Administration*
4. *Program Infrastructure Support*
 - a. Mechanical Training Workshop and Infrastructure Department

VISION

We believe that health does not just mean the physical wellbeing of the individual but refers to the social, emotional, cultural and spiritual wellbeing of the community. We strive to support young Warlpiri people from all over the region to achieve their full potential as human beings, to build strong futures for themselves, their families and their communities.

GUIDING PRINCIPLES

Warlpiri patu kurlangu	Warlpiri Leadership & Ownership
Kurdu-kurdu jungarni yaninjaku	Positive and meaningful pathways for young people
Mardarni-njaku kurdu-kurdu jintangka	Support for Warlpiri youth to deal with hard times
Nguru-ngka taarnga-juku warrki-jarrinjaku manu nyiya-kanti-kanti mampu-ngku mardarni-njaku	Sustainable resources and infrastructure on country
Jinta-ngka karlipa warrki-jarrimi manu kalipa nyanu purda-nyanyi	Unique and responsible working relationships
Yapa manu kardiya jinta-marri-marri-warrki jarrimi	Yapa and kardiya working together

PROGRAM OBJECTIVES

WYDAC identifies the following as fundamental objectives

- Provide positive and healthy activities for young people to engage in community
- Provide education, training and employment opportunities so young people can stay in community
- Provide counselling and rehabilitation for young people suffering youth at risk issues
- Keep Warlpiri culture and communities strong through youth leadership and development activities
- Share knowledge and skills with other Aboriginal nations

VALUES

WYDAC is firmly committed to the principles of community development and local governance. We work co-operatively with the community and other agencies to support and maintain equity and equal opportunity for Aboriginal and Torres Strait Islander people in accessing culturally appropriate primary health care services. Our guiding principles are:

- Self-respect and respect for others
- Respect for elders and sharing their stories with young people
- Honesty and truth
- Looking after land
- Looking after young people in trouble
- Listening to each other
- Yapa and Kardiya working together.

PART B: Jaru Pirrjirdi Program Logic

WYDAC runs youth development and leadership programs in the communities of Yuendumu, Lajamanu, Nyirripi and Willowra. These programs are clearly designed to improve the safety and wellbeing of Warlpiri youth, their families and community, as well education, training and employment outcomes. WYDAC has been a pioneer within the context of remote Indigenous youth services, leading the transition from basic youth diversion services to a more comprehensive youth development service since 2002.

This has now evolved into a settled and successful model in all four Warlpiri communities. The Jaru Pirrjirdi process can be divided into three levels. It is a progressive model that young Warlpiri people can slowly move through, engaging in positive, healthy and challenging activities before culminating in their 'graduation' as strong, empowered young leaders within their family and community.

Level 1 Youth Diversion 'Manyu Wana Ngurrju'	<ul style="list-style-type: none">• Youth Diversion Program
Level 2 Youth Development 'Pinarri Jarrinjaku'	<ul style="list-style-type: none">• Jaru Youth Trainees• Education & Training
Level 3 Youth Leadership 'Jaru Pirrjirdi'	<ul style="list-style-type: none">• Future Pathways & Leadership

Level 1 - Youth Diversion - Manyu Wana Ngurrju

The youth diversion program provides the bedrock for positive youth and community engagement in WYDAC youth development and leadership programs. Manyu wana ngurrju is translated here as young people 'having good and healthy fun'. The value of Youth diversion programs in regards to safety and wellbeing in remote Indigenous communities has been well-established by numerous independent reports as well as being profoundly valued by the communities, and by young people themselves as evidenced by high participation rates (see Section 3 of this document for specific feedback and evaluations of WYDAC programs).

The youth diversion program seeks to engage young people in a range of positive, healthy, safe and interesting activities after school hours, during evenings, weekends and school holidays. Within WYDAC programs this may variously involve a wide variety of sports, art, culture, education or project activities. It is important to note that this is not merely a matter of basic sport and recreation activities but rather a dynamic, skillful and challenging program targeting improved physical, mental and social health for Warlpiri youth.

Level 2 - Youth Development – Pinarri Jarrinjaku

The second aspect of youth development activity is focused on growing the strength of young Warlpiri people. The Warlpiri translation for pinarri jarrinjaku is young people 'learning to be strong'. It does this through a wide range of education, empowerment and training opportunities for young people and ongoing support for school attendance.

Level 3 - Future Pathways & Leadership - Jaru Pirrjirdi

The third element of the WYDAC youth leadership and development program model is called 'future pathways' and represents the culmination of the Jaru Pirrjirdi (Strong Voices) process. Future pathways refers to the creation of positive and meaningful futures for Warlpiri youth, to the development of their leadership.

Part C: POSITION SPECIFICATIONS

1. PURPOSE OF THE POSITION

The primary role of the Youth Development Worker (YDW) will be to provide a program of diversionary and development youth activities responsive to the needs of the youth, the community and in line with the strategic direction of the organization. The activities provide daily opportunities for engagement with healthy and positive diversionary activities, which in turn can deter Warlpiri young people from engaging in risky or problematic behaviors. Youth development activities are provided with the aim of building resilience, confidence and skills of young Warlpiri people

This position has an emphasis on engaging with young Warlpiri men / women, in a culturally appropriate manner.

2. REPORTING RELATIONSHIPS

The YDW based in Yuendumu will be responsible to the Jaru Pirrjirdi Coordinator and WYDAC Committee.

The YDW based in Willowra, Nyirripi and Lajamanu will be responsible to the Outreach Coordinator and the WYDAC Committee.

DUTIES

There are 4 key performance areas for this position:

1. Youth Program – Youth Diversion - *Manyu Wana Ngurrju*

- Work closely with the Jaru Pirrjirdi Team in providing the rostered youth activities program. The youth activities program will involve, not exclusively: basketball, football, softball, disco, film nights, and cultural activities.
- Work with young people in a manner which is respectful, non judgmental and open.
- Monitor and assess behavior and presentations of young people and report any concerns in a timely manner, and in line with organizational policy.
- Ensure disciplinary measures towards young people and that responses to incidents which occur during program delivery are in line with organizational policy
- Be responsive to challenging behaviours that are demonstrated by young people in ways that go beyond punitive or restrictive measures.
- Ensure that diversionary activities are delivered in ways that keep young people, physically and emotionally safe at all times.
- Build relationships with young people, in a manner that upholds professional and personal boundaries.

2 Youth program – Youth Development – *Pinarri Jarrinjaku*

a) Level 2 development

- Work closely with JPC to support the development of level two development programs, including but not limited to; activities relating to literacy and numeracy, sexual health education, healthy relationships, and informal training opportunities.
- Work closely with JPC to actively engage young people to attend these activities
- Be engaged and actively support Men's or Women's nights, as appropriate to YWD gender identification.

- Liaise and collaborate with other relevant community or external agencies as required, especially including hosting visiting workshop/trainers that are working with the youth program.
- Consult and plan activity programs with elders and families with an emphasis on supporting cultural strengths and passing knowledge on to young people.

b) Jaru Development and Mentoring

- Work closely with the JPC to identify and then train young people who demonstrate capacity and desire to become a Jaru worker
- Work closely and respectfully with current Jaru workers to further develop their skills
- Ensure that Jaru supervision occurs in strengths based fashion and all information around incidents or Jaru developments or concerns gets fed back to the JPC in a timely manner.
- Provide support/facilitate Jaru engaging in youth development activity through Women's/Men's nights or other training opportunities such as media, certificate training or career pathway opportunities

3. Youth Program - Future Pathways & Leadership - Jaru Pirrjirdi

Level 3 Development

- Actively support young people into employment
- Actively support young people to engage in training opportunities
- Actively support the sub committee meetings that need to take place quarterly
- Actively support young people to develop skills that will assist them to thrive as young leaders and members of their community.

4. Administration

- Mandatory reporting – in line with organizational policy
- Ensure all resources necessary for activities are present and maintained such as required food purchasing, maintenance of sports and music equipment and cleaning of youth activity sites.
- Record all activities within the youth program database and record the names of young people participating in youth activities.
- Assist in the production of internal quarterly and external reports as required.
- Report to Coordinator and attend departmental and organisational meetings as required.

PART D: PERSON SPECIFICATIONS

1. QUALIFICATIONS AND KNOWLEDGE

- Experience working with at risk young people

2. ESSENTIAL SELECTION CRITERIA

- Demonstrated understanding of, and experience in working with cross-cultural persons and community development, preferably in a remote context.
- Experience working with young people in the management of recreational programs.
- Excellent communication and interpersonal skills.
- Demonstrated ability to work in a team
- Demonstrated capacity for resourcefulness, self-motivation and independent decision making
- Demonstrated knowledge and awareness of Indigenous people's history and contemporary situation in the Australian context.
- Experience working with young people who have challenging behaviours, and who present with complex needs.
- Current driver's license
- Computer competency

3. NON ESSENTIAL SELECTION CRITERIA

- Experience delivering community development activities
- Knowledge and experience working with young people who have experienced trauma, have MH and or AOD issues, who have experienced family and/or domestic violence and have low literacy and numeracy skills.
- Have a MR license

4. STANDARDS OF PRACTICE

- Maintain high professional standards of practice, in line with relevant legislation and organizational policy
- Participate in ongoing professional development.

5. ADDITIONAL FACTORS

- Possession of a current 'C' Class Open Driver's License valid in Northern Territory.
- Applicants will be required to obtain a criminal history check and Working with Children clearance – Ochre Card (on acceptance of position, and conditional to contract offer)

ENDORSEMENT

The preceding information is an accurate statement of the requirements and employment of this position, at this time.

Signature (CEO) _____ Date ____/____/____

I have read and understand the duties and requirements of the position as described in this position description and agree to be employed under such conditions and the relevant Award.

Employee's Signature _____ Date ____/____/____