



POSITION DESCRIPTION 2022

Position Title:	Education Program & Youth Engagement Officer
Locations:	West Heidelberg, Northcote, Northern Region, Box Hill as needed
Reporting to:	Team Leader Education & Youth or Manager Learning Services
Direct Reports:	Staff NIL / Volunteers (45)

ORGANISATIONAL CONTEXT

Our Vision

The Society aspires to be recognised as a caring Catholic charity offering 'a hand up' to people in need. We do this by respecting their dignity, sharing our hope and encouraging them to take control of their own destiny.

Our Mission

The St Vincent de Paul Society (the Society) is a lay Catholic organisation that aspires to live the gospel message by serving Christ in the poor with love, respect, justice, hope and joy, and by working to shape a more just and compassionate society.

Our Values

- Commitment: Loyalty in service to our mission, vision and values
- Compassion: Welcoming and serving all with understanding and without judgement
- Respect: Service to all regardless of creed, ethnic or social background, health, gender, or political opinions
- Integrity: Promoting, maintaining and adhering to our mission, vision and values
- Empathy: Establishing relationships based on respect, trust, friendship and perception
- Advocacy: Working to transform the causes of poverty and challenging the causes of human injustice
- Courage: Encouraging spiritual growth, welcoming innovation and giving hope for the future

Our Services

The St Vincent de Paul Society's members and volunteers provide practical support, advocacy and friendship to the most vulnerable in our community.

Key services include our welfare call centre and conference services; youth programs; soup vans; assistance for asylum seekers and refugees; education programs; overseas development programs and a range of accommodation and social services through the VincentCare Victoria network.

Volunteer service is the backbone of the St Vincent de Paul Society. The Society is made up of dedicated 'members'; all who volunteer their time to undertake a range of community support activities at a local level ('conference'), semi-regional level ('regional'), regional level ('central'), and state level ('state'). There are also a number of volunteers who form part of collaborative state and national committees, across special works programs and in the Vinnies Shops.

The St Vincent de Paul Society in Victoria has more than 3,458 members and 8,660 other volunteers. Across Australia, there are 19,950 members and 38,025 volunteers. Internationally, the Society operates in 150 countries and has over 800,000 members and volunteers worldwide.

THE ROLE

The West Heidelberg and Northcote Education Programs support children and young people to develop emotional, social and academic confidence. The Education Program Coordinator is responsible for the delivery, planning, operation, management, reporting and administration of both Education Programs. They will interview, induct and support volunteers; enrol students; develop resources; keep accurate records, report weekly statistics, communicate with all stakeholders and support the sustainability and growth of the program. Recruiting and supporting a team of dedicated volunteer tutors is key to the success of this education program run as a "Reading Club".

In the area of youth engagement, the Education and Youth Officer will facilitate and support school staff to undertake meaningful engagement opportunities and explore volunteer experiences for students in primary and secondary schools. They will also support the growth and sustainability of Vinnies groups based in schools in their area or across the state. In the school-based Vinnies programs, students and a co ordinating teacher come together to do good works in their community such as fundraising and food collections.

KEY ACCOUNTABILITIES

Key Accountability	Deliverables
Contribute to the organisational culture	<ul style="list-style-type: none"> • Demonstrate understanding and empathy with the mission and ethos of the St Vincent de Paul Society and ensure the Society's values are incorporated into all aspects of the performance of the role • Respect the Catholic values inherent within the Mission of the organisation and the expression of spirituality and reflective practice in the workplace • Positively contribute to and influence organisational culture • Actively participate in activities that develop your personal and professional skills, knowledge and experience • Regularly attend and actively participate in all team / divisional and organisational meetings • Contribute to developing a culture of continuous improvement and respond positively to change • Contribute to the education team and uphold the team's values and commitment to a growth mindset • Adapt to changing circumstance in the workplace and adhere to Covid safe workforce planning • Work independently from a home office, and from Box Hill on request. • Attend bi annual staff PD days at Box Hill
Safety - Staff	<ul style="list-style-type: none"> • Take reasonable care for your own safety and that of others that may be affected by your actions or lack of actions • Identify and report hazards within 24 hours of them occurring on the incident reporting system • Manage day to day risks in line with policy and procedures • Maintain all training and complete compulsory modules in a timely manner • Maintain and Share full Covid vaccination status on engagement and when requested.
Volunteer recruitment, induction and training	<ul style="list-style-type: none"> • Interview, screen, select and induct volunteers • Ensure all volunteers are compliant on a weekly basis. • Ensure all volunteers have current Working with children checks & National Criminal History Checks, Current Covid vaccinating certificate and that they abide by the SVDPV Code of Conduct and child safety standards • Provide regular training opportunities for volunteers • Recognise and acknowledge volunteer contributions

	<ul style="list-style-type: none"> Communicate weekly with volunteers via email and phone calls when necessary
Participant Management	<ul style="list-style-type: none"> Liaise with schools, venue managers, conferences and families to enrol students and gain understanding of their particular learning needs Ensure the safety and wellbeing of participants and volunteers, including during emergency situations Use a variety of suitable interventions to meet individual student learning and behavioural needs Conduct programs through a growth mindset, strengths based and student-centred approach to learning
School engagement	<ul style="list-style-type: none"> School engagement Train volunteer facilitators to lead Vinnies “workshops” in schools Investigate and create new Vinnies school engagement opportunities and resource content School experiences Inform about new volunteer experiences for students Update and create meaningful workshop presentations for students Assist with Facilitator training and the delivery of engaging and interactive school workshops Recruitment Support the start-up of school-based Vinnies conferences by liaising with teachers and local conference Presidents Actively seek to recruit new schools to engage with the Society in our programs Be responsive to the recruitment needs of membership and school groups
Evaluation	<ul style="list-style-type: none"> Conduct regular reviews/surveys to ensure that program outcomes are reflective of participant and stakeholder needs Provide timely and detailed progress reports Keep accurate statistics and confidential records of participants and volunteers
School experiences	<ul style="list-style-type: none"> Design, plan and coordinate Vinnies school retreats – in the future Inform of new volunteer experiences for students Update and create meaningful workshops for students Assist with Facilitator training and the delivery of engaging and interactive school workshops Recruitment
School Recruitment	<ul style="list-style-type: none"> Support the start-up of Vinnies conferences in schools by liaising with teachers and local conference Presidents Be responsive to the recruitment needs of membership and school groups
Legal and ethical compliance	<ul style="list-style-type: none"> Ensure a safe environment and compliance with all SVDPV policies and procedures in addition to legal and legislative requirements, including but not limited to Child Safety Policies, Equity and Diversity Policies, Occupational Health and Safety, Covid Vaccination requirements, Privacy and Child Protection legislation.

POSITION CONTACTS

Most Frequent Contacts	Internal/ External	Nature or Purpose of Contact
Team Leader Education & Youth Programs	Internal	<ul style="list-style-type: none"> Support, supervision, reporting, training and weekly interaction
Volunteers and participants	Internal	<ul style="list-style-type: none"> Relationship building and training, supporting and encouraging, compliance follow up
Staff and members of St Vincent de Paul Society	Internal	<ul style="list-style-type: none"> General contact
Schools, parish, universities and families	External	<ul style="list-style-type: none"> Relationship building, networking, recruiting volunteers, resourcing, site management
Agencies, councils & external organisations	External	<ul style="list-style-type: none"> Site management, relationship building, networking, resourcing, marketing, special projects, fundraising and award submissions
Others	External	<ul style="list-style-type: none"> As required

Our Child Safety Commitment

St Vincent de Paul Society (the Society) is committed to the safety and wellbeing of all children and young people. Our members, volunteers and employees understand that child safety is everyone's responsibility and is at the centre of all that we do and every decision we make.

We have zero tolerance for child abuse or neglect.

We are committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect them. This includes but is not limited to the cultural safety of Aboriginal & Torres Strait Islander children, children from diverse cultural, linguistic, and/or religious backgrounds, children who identify as lesbian, gay, bisexual, transgender, queer, intersex, asexual (LGBTQIA), and children with a disability.

Whilst all Society programs and activities may not involve regular contact with children by members, volunteers and employees, it is the decision of the Society State Council that all Society programs and activities will be subject to the Child Safety Policy.

KEY PERFORMANCE INDICATORS

These will be developed by the Education and Youth Team Leader in consultation with the incumbent and will regularly be reviewed.

DELEGATIONS OF AUTHORITY

Achievement of departmental budget by ensuring all work-related expenditures are authorised by the Education and Youth Team Leader.

KEY REQUIREMENTS

Experience (required)

- Experienced people leader and project manager
- Tertiary qualification (Bachelors or higher) in a relevant discipline education or significant and current study towards such a qualification.
- Experience working with school age children ideally in an Education setting
- Experience working with large numbers of volunteers
- Experience conducting teaching and learning via online platforms
- Experience planning and preparing lessons across primary aged literacy classes

Skills

- Current driver's licence and ability to travel to programs in own vehicle
- Ability to work independently, with strong organisational and time management skills, including setting priorities and working within deadlines
- Excellent written and verbal communication skills and interpersonal skills
- Adaptability & flexibility
- Computer literacy and working knowledge of Microsoft Office Suite including Excel, TEAMS and zoom.
- Excellent networking and people management skills
- Positive and kind disposition

Knowledge / Experience

- Knowledge of the current education system & meeting individual learning needs
- Knowledge about, and experience working with young people, and families from CALD communities or those learning English as an Additional language (EAL)
- Experience managing projects
- Experience leading and retaining groups of volunteers
- Experience in public speaking and/or facilitating training for adults
- Awareness of Duty of Care for children, Mandatory reporting obligations and child safety requirements

Attributes

- Physically fit and capable of moving equipment, conducting short sporting activities with young people.
- Empathy and understanding of the mission, vision and values of the St Vincent de Paul Society Victoria
- Availability and ability to travel to West Heidelberg, Northcote and SVDPV Central Office in Box Hill (as required)
- Adaptable and prepared to find solutions in times of need
- Love of reading and knowledge of children's books
- Safe work from home area, including internet access
- Team player & team builder
- Willingness to vary normal working hours from time to time
- Willingness to travel to and manage other education programs when required from time to time
- Ability to work with all people where they are at and to support them to develop a growth mindset.

THE LIST OF RESPONSIBILITIES HEREIN IS NOT INTENDED TO BE ALL-INCLUSIVE, AND MAY INCLUDE ADDITIONAL RESPONSIBILITIES AS REQUIRED AND ASSIGNED. IT MAY BECOME NECESSARY TO MODIFY/CHANGE THESE POSITION RESPONSIBILITIES FROM TIME TO TIME.