

Youth and Community Worker | Weave Kool Kids Program | Part-Time Position

Weave Youth & Community Services

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| Position title | Youth and Community Worker |
| Reports to | Weave Kool Kids Program Manager |
| Responsible for | Delivery of after school and school holiday programs for Weave Kool Kids children and young people facing complex issues in their lives, and in-school mentoring for children attending local primary schools. |
| Location | Weave Kool Kids Program, Bidjigal Land (programs and activities are run at various locations). Office base: 1B Prince Edward Street, Malabar NSW |
| Status | Part-time: All positions at Weave are dependent on continued funding and are subject to a 6 month probation period. |
| Hours | 2 days per week (14 hours per week: Days to be determined) with the possibility of additional work from time to time as needed by the program. Weekdays from 11:00am to 6:30pm (hours may vary). |
| Award | Social Community Home Care and Disability Services Industry Award 2010 (SCHADS). |
| Grade | SCHADS SACS Level 3.1 depending on qualifications and experience. Weave hourly rates are above the SCHADS rates. The current Weave hourly rate for Level 3.1 is \$41.97 exclusive of superannuation and annual leave loading. |
| Benefits | Superannuation @ 12% and leave loading @17.5% plus generous wage packaging/salary sacrifice available. |

About Weave Youth & Community Services

[Weave Youth & Community Services](#) is a place-based community organisation located on unceded Gadigal and Bidjigal Land in Sydney, that has been delivering a range of programs, supports and services developed with and for the community for 50 years.

Weave's purpose is to support individual and collective wellbeing and healing in the communities we walk alongside. Weave supports children, young people, women and families who are impacted by systemic disadvantage and intergenerational trauma. Around 70% of all those we support across Weave are Aboriginal and/or Torres Strait Islander people. As a non-Aboriginal controlled organisation, Weave is strongly committed to walking alongside Aboriginal and Torres Strait Islander people in their ongoing fight for justice and self-determination. Our work at every level is guided by our [Aboriginal Healing Framework](#).

Weave Kool Kids Program

The Weave Kool Kids Program (WKKP) is a strengths-based program providing children aged 7-13 years with opportunities to learn through fun and engage in recreational peer-based activities and one-to-one mentoring. Initiatives of WKKP are focused on improving social and emotional health and wellbeing, connection to culture, and promoting strong peer relationships and a sense of self and identity in participants. Weave Kool Kids partners with local primary schools to deliver free, fun, skill-based after school and holiday activity programs for children and young people.

There is also a "Switch" Leadership component to the WKKP which supports young people up to age 18, and a Child, Youth & Family Case Worker who provides holistic support to the children, young people and families.

The program prioritises children and young people who face multiple challenges in their lives and who are impacted by intergenerational trauma and systemic disadvantage. A dedicated team of Youth & Community Workers provide strengths-based, trauma-informed, activities-based programs after school and during the school holidays. Examples of programs include swimming, surfing, transition to high school programs, music, drama, dance, creative arts, healthy living and cooking, and community based programs.

Summary of Position:

Youth and Community Workers are supported by the Weave Kool Kids Program Manager to design and implement strengths-based, culturally responsive, trauma-informed, fun programs after school and during the school holidays with a strong focus on building resilience and creating opportunities for young people. Programs include sports and arts based activities and programs for young people transitioning into high school.

The Youth and Community Worker also provides therapeutic mentoring to students in local primary schools who have been identified as needing additional emotional/academic support in school. The Youth and Community Worker will also assist with the development and implementation of the Switch Leadership Program working with vulnerable young people aged 12 - 18 years providing mentoring, camps, leadership and skills development opportunities.

Weave Kool Kids Program Youth and Community Workers are responsible for supervising, guiding and supporting the children and young people in all aspects of their wellbeing, learning and development including understanding boundaries, respectful behaviour, emotional literacy, help-seeking behaviour and kindness, as well as supporting them to strengthen their sense of identity, belonging and community responsibility.

Key Responsibilities:

- Plan, implement and document programs and activities as part of the Weave Kool Kids Program.
- With the Program Manager and WKKP team, develop and grow core programs and take the lead on term programs allocated to you as the lead team member for that program.
- Prepare for daily programs including food preparation, organising activities, transport logistics etc.
- Undertake daily administrative duties essential to the efficient delivery of the program including accurately recording case notes and completing reporting and data entry in a timely fashion.
- Build and maintain positive relationships with families and other stakeholders including partner schools.

- Deliver in-school mentoring to children identified as needing extra support. Develop and tailor mentoring session plans to the individual needs of the child.
- Refer young people and families needing extra support to the Weave Kool Kids Program caseworker as needed in consultation with the Program Manager.
- Supervise, support and guide children and young people while on program in line with the Weave Code of Conduct, core values, Aboriginal Healing Framework, and policies and procedures.
- Role model positive, respectful behaviours, and encourage respectful, pro-social behaviours amongst WKKP participants and build on young people's strengths.
- Support students during the high school transition period.
- School holiday programs and camps require earlier starts, late finishes and availability to sleep-over for camps.
- Report incidents and complete incident reports as required, in consultation with the Program Manager.
- Monitor all program vehicles and provide support as needed to ensure that the program buses are operational, clean and full of fuel.
- You may be required to perform other duties as directed from time to time to suit organisational requirements and which are broadly consistent with your role.
- Additional general responsibilities and expectations of all Weave staff are outlined in the Weave Code of Conduct Section 8.2 (a).

Selection Criteria:

1. Demonstrated passion and energy for working with children and young people and supporting their wellbeing and development.
2. Strong understanding of the needs of children and young people and ability to tune in and respond to each individual child's needs.
3. Willingness to facilitate and engage in outdoor programs with the children and young people, including swimming in pools and at beaches, and must be available to attend 3-day camps (overnight stays) during school holidays.
4. Understanding of the impacts of trauma and the importance of trauma-informed care.
5. Ability to walk alongside and support children, young people and families experiencing multiple complex issues, and able to creatively and positively connect and engage with communities and stakeholders.

6. Understanding and responsiveness to the ongoing impacts of colonisation and dispossession on Aboriginal and Torres Strait Islander peoples.
7. Understanding of the strengths, wisdom and resistance of Aboriginal and Torres Strait Islander peoples and the importance of creating cultural safety for Aboriginal and Torres Strait Islander peoples.
8. Creative problem solver with demonstrated ability to use initiative.
9. Must have a current NSW Working With Children Check.
10. National Police Check (Having a criminal record does not automatically exclude you from this role. Please discuss your situation with us confidentially).
11. Hold a current NSW Class C driver's licence (minimum Green Provisional licence) and be willing to drive a 12 seater vehicle.

Desirable Criteria:

- Experience working with children, young people or communities.
- Qualifications in Youth Work, Community Services, Social Work or other relevant discipline.
- First Aid Cert & CPR (if not, must be willing to obtain this in the first 3 months of employment).