

**Parent Mentor
Position Description
October 2024**

Title:	Parent Mentor
Classification:	Employment Services Officer Grade 2 Level A to I (According to award)
Salary:	<p>\$62,950.03 to \$76,720.97 plus the applicable Superannuation Guarantee Rate per annum for a full-time position and pro rata for part-time positions. (According to Djerriwarrh's internal scale).</p> <p>Staff also have the ability to access "tax free" benefits of \$30,000 grossed-up per annum. Djerriwarrh receives concessional fringe benefit tax treatment due to its current Public Benevolent Institution (PBI) status, and can therefore pass on these benefits to staff according to current tax legislation. This benefit is only available to staff while Djerriwarrh retains its PBI status.</p>
Status:	Full time/part time/casual positions. All positions are fixed term contracts until 31 October 2027 and subject to ongoing government funding.
Award:	Labour Market Assistance Industry Award 2020

ORGANISATIONAL CONTEXT:

Djerriwarrh Community & Education Services (Djerriwarrh) is a highly regarded not for profit charitable organisation which has been delivering high quality education, training, employment and youth programs in the western suburbs of Melbourne since 1989. Djerriwarrh's Mission Statement is 'empowering individuals and local communities to learn, connect and grow'. Djerriwarrh works in partnership with the community, other community based organisations, participants/clients and local, state and federal governments.

Education and training services including:

- Adult Community & Further Education (Learn Local provider)
- Vocational Education and Training (VET)
- Government (State and Federal) contracted training (Skills First)
- Skills for Education and Employment (SEE) and the Adult Migrant English Program (AMEP) trading as Learning for Employment
- Literacy and Numeracy services
- Djerriwarrh Community College
- Djerriwarrh Neighbourhood House

Youth services including:

- School Focused Youth Services
- TAC L2P Learner Driver Program
- Better Futures
- Reconnect
- Homework Club

Employment services including:

- Jobs Victoria Mentors (JVM)
- Parent Pathways

DJERRIWARRH'S VALUES:

Caring – we provide a safe and welcoming environment for all.

Respectful – we treat all people fairly and equally.

Inclusive – we are welcoming and put people first.

Adaptable – we respond to individual and community needs in a creative and flexible way.

Accountable – we take responsibility for our decisions and follow through on our commitments.

Djerriwarrh is committed to quality, innovation and promoting a culture of continuous improvement in its governance, management and service delivery.

Djerriwarrh is committed to child safety and all staff, volunteers and board members have a responsibility to prevent child abuse and respond appropriately to allegations.

All Djerriwarrh employees have a shared responsibility to identify and manage risks particularly those associated with children and young people attending the workplace.

Djerriwarrh is committed to providing a safe and inclusive environment for all children and young people from all cultures including from Aboriginal peoples, people from culturally and/or linguistically diverse backgrounds, gender and sexually diverse people and people with a disability.

POSITION OBJECTIVES:

Parent Pathways is a completely voluntary program that aims to provide support services to meet parents where they're at, both in location and their stage of life, whether that's helping parents identify their strengths, develop a new skill, plan for future work or study or access financial support or a referral to community support services to address difficulties they may be experiencing.

Parent Pathways recognises the connection of parents to pre-employment opportunities and that there may be many pathways for a parent before they are ready to think about and plan for study or employment.

The objectives of Parent Pathways are to assist parents with young children to identify their strengths, connect with local services, and pursue their educational and employment goals when they are ready to do so. The new program aims to provide quality support that is meaningful, flexible, and individualised to each parents' unique circumstances and caring responsibilities.

DUTIES & RESPONSIBILITIES

Parent Mentors are responsible for the day-to-day delivery of support services to all parent clients and participants at Djerriwarrh. This includes parents accessing Djerriwarrh's Parents Gateway initiative as well as participants referred to the new Parent Pathways government funded program.

Program Expertise and Delivery:

- Demonstrated experience and success delivering a voluntary program or service, including delivering outreach services.
- Demonstrated track record of case management, preferably working with parents and people from culturally and linguistically diverse backgrounds.
- Experience in providing education and employment support services.
- Supporting parents in job search activities and/or workshops to build employability skills.
- Experience working with employers and helping them with their recruitment needs.
- Providing vocational guidance tailored to the participants goals and connecting them to suitable VET/education providers.

- Deliver and facilitate activities, workshops and/or training to participants, such as 'Life Skills', Skills for Parents, digital literacy, and financial literacy.
- Experience in community and stakeholder engagement, including being involved in Communities of Practice, Consumer Advisory Groups, and peak/industry bodies.
- Sound understanding and application of IT systems, including government programs, such as ESS web, and administering the Job Seeker Classification Instrument (JSCI).
- Providing timely and accurate information/data to the Program Manager via IT systems and internal reports.

CONDITIONS OF EMPLOYMENT:

The Parent Mentor roles can be full time/part time/casual positions. All positions are fixed term contracts until 31 October 2027 and subject to ongoing government funding.

Remuneration falls under the Labour Market Assistance Industry Award. Salary is within the range of \$62,950.03 - \$76,720.97 pro rata plus superannuation. This position may access "tax free" benefits of \$30,000 grossed-up per annum. Djerriwarrh receives concessional fringe benefit tax treatment due to its current Public Benevolent Institution (PBI) status, and can therefore pass on these benefits to staff according to current tax legislation. This benefit is only available to staff while Djerriwarrh retains the PBI status.

The starting salary is dependent on relevant qualifications and experience. A probation period of 6 months applies to this position.

Confirmation of employment

Confirmation of employment with Djerriwarrh is subject to the provision of:

- Satisfactory outcome of Police and Working with Children Checks. A Working with Children Check is the responsibility of the employee.
- A valid Australian visa with work rights (if applicable).

Workplace Health and Safety (WHS)

All employees have a personal responsibility to work safely and to abide by the legislation, rules and established safe work practices that govern safety.

All employees are responsible for their own safety and that of fellow employees. All employees must:

- Report unsafe or unhealthy work practices to WHS representatives, coordinators and/or managers.
- Comply with WHS policies and procedures (including updated COVID-19 Safe practices and plans) and to follow directions given by coordinators, managers or any WHS and Emergency Response Team representatives in relation to safe work practices.
- Comply with all current government and health expert advice, including Chief Health Officer Directions, regarding COVID-19 safe practices and requirements.

Site flexibility

Staff may be required to work at any of the Djerriwarrh sites including, co-located and outreach sites across our designated contract region/s.

Drivers licence

A current driver's licence is required.

Pre-existing injury

The person appointed to this position will be required to disclose any pre-existing injuries or disease that might be adversely affected by employment in this position. This will assist Djerriwarrh in providing a safe work environment for new staff.

KEY SELECTION CRITERIA***Mandatory:***

- KSC 1: Demonstrated experience and success delivering a voluntary program.
- KSC 2: Successful track record in case managing and mentoring voluntary participants into education, training, and/or employment.
- KSC 3: Experience in delivering and facilitating activities and workshops for clients.
- KSC 4: Community and stakeholder engagement experience, such as involvement in local Communities of Practice, Consumer Advisory Groups, outreach services, and establishing client referral pathways.
- KSC 5: Employer connections and recruitment experience.
- KSC 6: Sound administrative and IT skills.

QUALIFICATIONS/SPECIAL REQUIREMENTS:

Tertiary level qualifications related to education, training, social services, counselling, case management, psychology, community services, careers guidance, and/or similar.

REPORTS TO:

Parent Pathways Manager

SUPERVISES:

Not applicable

IMPORTANT NOTES:

- Djerriwarrh actively encourages applications from Aboriginal peoples, people from culturally and/or linguistically diverse backgrounds, gender and sexually diverse people and people with a disability.
- Services comply with the provision of relevant Commonwealth, State or local government legislation, which has direct or indirect implications for the service.
- Services are conducted free from any sexual harassment and any unlawful discrimination which contravenes the:
 - ▶ Racial Discrimination Act 1975
 - ▶ Sex Discrimination Act 1984
 - ▶ Disability Discrimination Act 1992
 - ▶ Disability Act 2006
 - ▶ Equal Opportunity Act 2010
 - ▶ Charter of Human Rights and Responsibilities Act 2006
- Services are conducted in compliance with relevant sections of the:
 - ▶ Privacy Act 1988
 - ▶ Freedom of Information Act 1982
- Djerriwarrh is a child safe organisation and complies with:
 - ▶ Child Wellbeing and Safety Act 2005
 - ▶ Worker Screening Act 2020
- Djerriwarrh acknowledges and respects the privacy of individuals and handles personal information in compliance with Information Privacy Principles (Victoria) and the National Privacy Principles. Your personal information will be destroyed when no longer required.
- Djerriwarrh has in place an information security management system. All staff are required to comply with the relevant policies and procedures to protect the integrity and security of any information created or collected for the purposes of delivering our services and programs.
- COVID-19 Response – Djerriwarrh complies with all current government and health expert advice for conducting a COVID-Safe business and has established COVID-Safe Plans across all our service and administrative site locations.

Declaration	
My position description has been explained in detail and I understand and accept the accountabilities and authority as outlined.	
Employee	Name: Signature: ___/___/___
Manager	Name: Signature: ___/___/___