

<p align="center">Administration and Pathways Team Leader Position Description December 2025</p>

Title:	Administration and Pathways Team Leader
Classification:	Team Leader/Project Officer, Level A to B (According to award)
Salary:	<p>\$81,218.82 to \$83,021.92 plus superannuation of 12% per annum for a full time position (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 fixed term contract until 24 December 2026
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
- Melton Suburban University Study Hub

Youth services including:

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

Employment services including:

- 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.

DJERRIWARRH'S QUALITY MANAGEMENT SYSTEM (QMS)

All staff contribute to Djerriwarrh's Quality Management System (QMS), which is aligned with ISO 9001:2015 and supports the delivery of high-quality services across all programs. Each employee is responsible for understanding and fulfilling their role in maintaining and improving quality standards, complying with relevant policies and procedures, and actively participating in continuous improvement initiatives. This shared responsibility ensures that the QMS remains effective, responsive, and aligned with the organisation's strategic goals.

POSITION OBJECTIVES

The Djerriwarrh Language, Literacy and Numeracy (LLN) Business unit delivers a range of accredited training including the Adult Migrant English Program (AMEP) funded by the Department of Home Affairs and Skills for Education and Employment (SEE) program funded by the Department of Employment and Workplace Relations.

The EAL programs/courses assist participants develop settlement and language, literacy and numeracy (LLN) skills, with the expectation that such improvements will enable them to participate more effectively in the Australian community, further training or employment.

Reporting to the AMEP & SEE Administration Coordinator, the Administration and Pathways Team Leader will oversee the work of both the SEE and AMEP administration and student support teams, to support delivery at a specified delivery site.

The Administration and Pathways Team Leader is responsible for managing an individual caseload of student and class files, while also providing efficient, high-quality administrative and general support for the effective delivery of the AMEP and SEE.

PROGRAM SPECIFIC DUTIES & RESPONSIBILITIES

- Support the AMEP & SEE Administration Coordinator in managing Djerriwarrh's delivery of government-funded education and training programs.
- Maintain administrative requirements as outlined in the AMEP and/or SEE Service Provider Instructions and contract.
- Collaborate with other team leaders, both administrative and educational, to ensure consistent and efficient processes are devised and followed.

- Oversee and support a team of administration staff members to ensure timely and accurate management of data, student files and the issuing of certificates.
- Oversee and support a team of AMEP Pathways Guidance Counsellors and/or SEE Participant Support Officers in the provision of student support services.
- Manage an individual caseload of student and class files.
- Assist the AMEP & SEE Administration Coordinator with administration staff recruitment and selection.
- Induct and mentor new staff as required.
- Work with the AMEP & SEE Administration Coordinator to identify, plan and oversee the administrative team's professional development.
- Other duties as directed by the AMEP & SEE Administration Coordinator and/or AMEP and SEE Managers.

CONDITIONS OF EMPLOYMENT

The Administration and Pathways Team Leader is a full-time position.

Remuneration falls under the Labour Market Assistance Industry Award. Salary is within the range of \$81,218.82 to \$83,021.92 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 Nationally Coordinated Criminal History Check (NCCHC) and Working with Children Check. 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 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, and requirements.

Site flexibility

Staff may be required to work at any of the Djerriwarrh sites including outreach sites. Djerriwarrh's head office is based in Melton with other sites in Sunshine and Ballarat.

Drivers licence

A current driver's licence is desirable.

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: A minimum of two years administration and/or client support experience, preferably within a Registered Training Organisation.
- KSC 2: Broad understanding of the AMEP and/or SEE.
- KSC 3: Demonstrated capacity for leadership and effective supervision of staff.
- KSC 4: Excellent word processing, advanced MS Office skills and experience in a student management system.
- KSC 5: Excellent attention to detail and the ability to organise and prioritise work with the proven ability to work to deadlines.
- KSC 6: Excellent written and verbal communication skills with high level formatting and proof-reading skills.
- KSC 7: Ability to work both autonomously and as part of a team and to support the AMEP & SEE Administration Coordinator in overseeing the operations of the team and delivery of the program(s).

QUALIFICATIONS/SPECIAL REQUIREMENTS

Relevant qualifications in business/administration or in educational, vocational, social work or related field is desirable.

REPORTS TO

AMEP & SEE Administration Coordinator.

SUPERVISES

Program Administration Officers and Pathways Guidance Counsellors (AMEP) and/or Participant Support Officers (SEE).

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.

Declaration

My position description has been explained in detail and I understand and accept the accountabilities and authority as outlined.

Employee	Name:	Signature:	___/___/___
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Manager	Name:	Signature:	___/___/___
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