



cultura.

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Position Description:  
*Bicultural Worker*

<b>Position title</b>	Bicultural Worker
<b>Job type</b>	Casual
<b>Hours of work</b>	Various
<b>Reports to</b>	Manager, Home Services
<b>Location</b>	Various Cultura and client locations across the Geelong region
<b>Department</b>	Community Aged & Disability
<b>Direct reports</b>	N/A
<b>Budget</b>	N/A
<b>Agreement/Award</b>	Social, Community, Home Care and Disability Services Industry Award 2010, Level 2
<b>PD date</b>	August 2024

## Cultura

Cultura is the new organisation resulting from the merger of Geelong Ethnic Communities Council (trading as Diversitat) and Multicultural Aged Care Services Geelong (MACS).

**Our Purpose:** Provide innovative services to support, care for and celebrate culturally diverse individuals through their life journey

**Our Vision:** Empowering diverse individuals and communities to reach their full potential

**Our Values:** Inclusion Integrity Sustainability Kindness

MACS and Diversitat have been serving the Geelong community for more than 40 years with a focus on our multicultural communities. As the new entity, Cultura operates across various sites delivering a range of services including residential aged care, home care and aged support services, settlement, training and education, financial counselling and disability support. We also operate a range of social enterprises including The Pulse community radio and various community events including the popular Pako Festa.

Our aim is to empower individuals and communities to reach their full potential and we aspire to provide an innovative and high-quality response to the changing needs of a culturally diverse community. Every day we act and behave according to our values, with our communities, clients, residents and consumers, and with each other. These values are a key part of our identity and are what brings us to work together successfully.

Cultura has around 400 staff, 300 volunteers and an annual operating budget of \$42 million.

## Position summary

Provide support to multicultural clients and building the capacity of individuals. Provide community information, practical support and a strength – based service to engage in community and family life.

## Duties

- Act as a bilingual/bicultural support for the delivery of casework, case management, disability support and community development services as required;
- Act as a conduit between staff and clients on cultural issues;
- Provide advice on the information needs including presentation of information to the community;
- Support the client to learn independence skills;
- Assist Settlement staff to communicate effectively with members of the community by making appointments and informing them of activities, events etc;
- Promptly respond to any communication including booking requests;
- Follow the agreed job schedule for each booking and communicate with the person who booked you or by the Home Services – Coordinator, Rostering and Administration;
- Maintain client confidentiality at all times;
- Attend support and supervision sessions;
- Assist with orientation and transportation of clients as directed.

## Qualifications and experience

### Essential

- Ability to speak Arabic, Pashto, Dari, Farsi, Persian, Burmese, Karen, Karenni, Hazaragi, Swahili, Tamil, or Ukrainian;
- Ability to work across cultures with sensitivity;
- Community Settlement knowledge and experience;
- Work effectively in a team;
- Maintain client confidentiality and professional boundaries;
- Basic administration skills along with computer knowledge;
- Understanding and utilisation of strengths-based practice;
- Capacity to support clients to build their independence;
- Respectful, attentive, empathetic and supportive nature;
- Completion of the NDIS Worker Orientation Module 'Quality, Safety and You';
- Current Victorian Drivers Licence (or working towards);
- Hold current comprehensive car insurance for the private vehicle used to transport clients.

### Desirable

- Previous experience working in a multi-cultural or not for profit organisation desirable but not essential.

## Other Terms and Conditions of Employment:

- Staff will comply with Cultura OHS policies and procedures including the requirement to take reasonable care for their own health and safety and that of other people who may be affected by their conduct. Workplace incidents and injuries are to be reported to a nominated OHS representative and staff are encouraged to raise health and safety concerns in accordance with policy and procedure.
- Employment is subject to the satisfactory completion of background checks that are required for the position. This could include a Police Record Check, NDIS Worker Screening Check, Victorian Employee Working with Children's Check, Work Rights Check and Medical Check. Cultura will pay for the costs associated with Police Record Check, NDIS Worker Screening Check, Victorian Employee Working with Children's Check and Medical Check.
- Staff are responsible and will be held accountable for their continuing compliance with our Mandatory Reporting – Child Protection policy. It is expected that staff will maintain contemporary knowledge of the policy and enact the policy at all times. Staff have a responsibility to raise any concerns they have about child safety to their direct manager or a senior manager immediately.

## Child Safety

Cultura is committed to the safety and wellbeing of all children and young people. Cultura has zero tolerance for child abuse. Cultura is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard. Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and linguistically diverse backgrounds, children who identify as part of the LGBTI Community as well as the safety of children with a disability. Every person involved at Cultura has a responsibility to understand the important and specific role they play individually and collectively to ensure the wellbeing and safety of all children and young people.

## Inclusion and Diversity

Cultura is committed to supporting Indigenous Australians, culturally diverse candidates and candidates with a disability gain employment and develop their careers with us. If you would like further information about this role, please feel free to contact us. We encourage you to apply.

## Expected Behaviors

- acts in accordance with the Cultura Code of Conduct, and is committed to the Cultura vision, purpose and values;
- acts in accordance with health and safety policy and management system;
- actively promotes inclusion and diversity, and is not discriminatory against sex or sexual orientation, colour, race, ethnicity or national origins, age, religious or ethical beliefs, disabilities, political views, illness, marital status or family responsibilities;
- demonstrates a customer focus by prioritising the needs and outcomes of internal and external customers;
- acts in a manner consistent with Cultura policies, including by valuing diversity, inclusion, equal opportunity, privacy and confidentiality;
- demonstrates teamwork and collaboration and positively contributes to group activities;
- acts with agility, leading to innovation and continuous improvement;
- successfully completes all mandatory training in a timely manner, to support the delivery of high quality, safe and effective service delivery;

- provides evidence of relevant immunisation status, such as serological immunity or vaccination history, as required for the inherent requirements of the role;
- performs duties within scope of practice for the role, and according to the applicable credentials including qualifications, registrations and professional competencies;
- maintains current and valid credentials in accordance with relevant legislation and industry requirements.

### Acceptance of offer

I understand the role, responsibilities and outcomes required to successfully meet the requirements of this position and I accept this Position Description.

<b>Name</b>	
<b>Signature</b>	
<b>Date:</b>	

Please return a signed copy of this Position Description to People and Culture, prior to commencing the role.

