

YOUNITY

INDIGENOUS PATHWAYS

dream | learn | achieve



Indigenous Pathways

Youth Development Worker

Candidate Booklet

Younity acknowledges the Traditional Owners of Gubbi Gubbi Country and recognises their rich history and continuing connection to learning, community, land, waters and culture. And we pay our respects to all Aboriginal and Torres Strait Islander Peoples and Elders past, present and emerging.

Younity is committed to embracing diversity and eliminating all forms of discrimination in providing our services and support. Younity welcomes all people irrespective of ethnicity, lifestyle choice, faith, sexual orientation and gender identity.

Younity Community Services

We exist to support our communities to be healthy, happy and to thrive.

Younity has grown from our rich connections in Deception Bay to working with communities across the Moreton Bay region and beyond.

At Younity, we work alongside children, young people, individuals and families to provide the connections, support, access, skills, knowledge and opportunities they need to have a fair go at life.

Through our programs, services and support, we address the drivers of exclusion and disadvantage in our community—so that individuals can make the very best choices for themselves and their families.

Younity is a not-for-profit limited company with charity status. We are HSQF accredited, Child Safe organisation with an extensive history of delivering relevant, accessible services within our communities.

We're powered by a diverse team of experienced and talented people united in our mission to support our communities to be healthy, happy and to thrive.

We encourage, support and celebrate diverse voices and experiences in everything that we do. We also work to be visible and effective allies that create safe spaces where all people feel supported to bring their whole selves to our workplace and services.

Please refer to the Younity website www.younity.org.au for information about the teams and programs.



The Younity Way

We deliver our services alongside our communities.

Our programs, services and support are designed collaboratively with our communities. And we work to make meaningful connections and add value to our communities.

We see the whole person.

We recognise that all people and communities have the capacity to be healthy, happy and to thrive. We're here to provide opportunities for people to find practical solutions, and access education and support that will help them navigate their challenges and empower them to have agency in all aspects of life.

We see the whole life.

We understand that wellbeing barriers are systemic, multiple, complex, and often change as we move through life. Sustainable community growth requires a shared understanding of these barriers and collective responses that suit individuals and families—no matter what stage of the journey they're at.

We work collaboratively.

We work together with service partners to share knowledge, skills, resources and best practices. And deliver the kind of high-quality services, support and programs that work to create positive outcomes for our communities.

We work in multiple ways.

We deliver programs, services and support in our communities both onsite and online. And we draw on a variety of approaches including—

- Strengths-based community development
- Relationship-based practices
- Positive and strengths-based psychology
- Coaching
- Mentoring
- Digital, cloud-based education and training programs
- Art- and adventure-based practices

We want the best for our communities.

We source and deliver quality, relevant, evidence-based services, programs and support that we know will have a positive impact on our communities. And we make the most of digital technology to ensure lifelong learning, personal development and community engagement are accessible and available to all people—whenever and wherever they need it.

We're always looking for new and better ways to do what we do.

We collect and use data from our community to evolve our practices and contribute to research. So that we can better understand and meet our communities' needs. Through consultation with experts, collaboration with partners, and feedback from our communities we continue to improve how we deliver support.

YOUNITY

STRATEGIC PLAN 2025 - 2028

Our Culture

"At Yunity, our culture is built on trust, collaboration, and purpose. We celebrate diversity as a source of strength and innovation, honouring the unique perspectives of every individual and community we serve. Guided by mutual respect, we foster meaningful connections within our teams and the broader community, and value the perspectives of Aboriginal and Torres Strait Islander communities and leaders. Our work embraces continuous learning, emotional resilience, and personal growth, empowering every individual to thrive. Together, we embrace challenges as opportunities to grow, knowing that by working with intention and joy, we enrich both our lives and those of the people around us."

Our Purpose

Supporting Choices |
Enriching Lives

Our Mission

To harness the potential of people, cultures and communities, creating opportunities for growth, learning, and innovation that shape vibrant, inclusive futures.

Acknowledgement

Yunity acknowledges the Traditional Owners of Gubbi Gubbi Country and recognises their rich history and continuing connection to learning, community, land, waters, and culture. We also pay our respects to all Aboriginal and Torres Strait Islander Peoples and Elders past, present, and emerging.

Our Future

By 2030, Yunity will be a regional leader in driving community-led change and opportunity. Through strengths-based innovation, partnerships, and bold ideas, we aim to build thriving, inclusive communities. Our focus on education, enterprise, and wellbeing will ensure that children, young people, individuals, and families across Moreton Bay and Queensland are empowered to embrace future opportunities, respond to challenges, and achieve lasting success.

Our Pillars of Success

Strength in Community

We will engage deeply with our communities, building strong partnerships to empower individuals, families, and services across the City of Moreton Bay. With a focus on respectful relationships, including with First Nations communities, we will nurture collaborative efforts that create opportunities for all, ensuring no one is left behind as our region grows and evolves.

Innovate and Inspire

We will champion innovation and creativity, developing bold new solutions that inspire change. We will embrace new ideas, nurture a culture of learning, and deliver services that uplift, engage, and lead by example in our sector.

Lead in the Digital Age

We will embrace our role as digital champions by staying at the forefront of technology. We will optimise digital tools to enhance service delivery and empower staff, students, and communities to thrive in a connected world.

PILLARS OF SUCCESS

Sustainable Impact

We will commit to sustainability across financial, social, and environmental and cultural dimensions. We will add value to the world through local action—developing resilient programs and enterprises that deliver long-term impact for communities, ecosystems, and economies alike. We will honour the knowledge and traditions of First Nations peoples as essential to sustainable practices.

Business Acumen and Growth

We will pursue bold opportunities that align with our mission, creating relevant, high-quality services that deliver meaningful outcomes. We will take calculated risks, seize new opportunities, and develop innovative products that drive growth, self-sufficiency, and financial independence.

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Our Organisational Culture



Younity is a not-for-profit limited company with charity status. We are an HSQF accredited, Child Safe organisation with an extensive history of delivering relevant, accessible, quality services within our communities. Our work spans community, youth, families, employability, education, health and enterprise sectors. We embrace innovation and growth, evidence-based approaches and locality based design and delivery.

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We are committed to embracing diversity and eliminating all forms of discrimination in providing our services and support. We welcome all people irrespective of ethnicity, lifestyle choice, faith, sexual orientation and gender identity. We also work to be visible and effective allies that create safe spaces where all people feel supported to bring their whole selves to our workplace and services.

Our Staff

We're powered by a highly motivated team of experienced and talented people united in our mission to support our communities to be healthy, happy and to thrive. We have high expectations of our people, our services and the outcomes we work with our communities to achieve. We hold each other accountable to achieving our collective mission. But we know that being professional doesn't mean we can't also enjoy the work and even have a little fun.

We provide a supportive team environment focusing on health and wellbeing, effective relationships, emotional intelligence and resilience in the face of change. And an environment where all staff are empowered to have a voice in matters of mental wellbeing, physical health and safety in our organisation.

Finally, we are committed to learning and growing our team's skills through continued professional development. And we acknowledge, reward and celebrate our team's personal and professional growth.

Work with Younity

If you have an innovative mindset, embrace challenge and change, have good digital literacy and a willingness to learn, and want to work in a supportive organisation that's making a difference at the ground level – why not work with us?

We believe workplace diversity sparks innovation and creativity. Younity is a safe, accessible and inclusive workplace for people of all backgrounds. Research shows that women and people from Aboriginal and/or Torres Strait Islander backgrounds are less likely to apply for a position until they meet 100% of the criteria. So if you don't have all the qualifications or experience required for a role, please consider applying for a position with us anyway. We encourage applications from minorities and are committed to our workforce reflecting the diversity of the young people that we support.

People choose to work with us because the environment is stable, expectations are clear and support is reliable. Staff report strong confidence in their roles, high levels of safety and strong satisfaction with team support. Communication within program teams is consistent, and leaders are approachable.

We promote sustainable work-life balance practices, offer professional development opportunities and provide professional supervision. We offer generous salary packaging arrangements, four weeks of annual leave and cultural and family leave arrangements for our staff.

Younity's Reconciliation Action Plan

Why the RAP is Important to Younity

Younity's RAP embodies its mission to support inclusion and opportunity, especially as the organisation scales to meet new community needs. It aligns with Younity's conviction that community wellbeing starts by acknowledging and addressing the inequities faced by Aboriginal and Torres Strait Islander peoples. Younity recognises its role in honouring the Traditional Owners of the Moreton Bay lands on which we work, live, and play and in ensuring that our programs contribute meaningfully to reconciliation and cultural safety.

The RAP underscores several key elements:

- Relationships: Strengthening connections with First Nations communities and co-designing culturally relevant services.
- Respect: Honouring the histories, knowledge, and cultural practices of Aboriginal and Torres Strait Islander peoples across all Younity operations.
- Opportunities: Developing pathways that promote economic, educational, and leadership opportunities for Indigenous communities.



Shani Mustey | Artist

The painting I've created for Younity's RAP is a contemporary work, completed with the approval of an Elder and Traditional Owner from the Deception Bay area. Its central theme is unity and cultural pride. At its heart is a gathering of people of diverse backgrounds—cultures, ages, genders, and experiences—symbolizing the coming together of Aboriginal and Torres Strait Islander peoples with others in a safe and celebratory space.

Building Momentum, Moving Forward

As Younity deepens its commitment to reconciliation, we are enthusiastic about the future opportunities that this journey presents. The Indigenous working group not only enhances governance but also strengthens Younity's ability to foster culturally safe spaces across its services. This initiative embodies Younity's belief that collaboration and shared leadership are vital to achieving sustainable, inclusive growth.

Through these efforts, Younity aims to become a trusted partner for Aboriginal and Torres Strait Islander communities across Moreton Bay. The RAP is not merely a corporate responsibility—it is a commitment to creating lasting impact, ensuring that every community member feels represented and empowered.

Indigenous Pathways Program

The Indigenous Pathways Program is Younity's dedicated, community-led initiative supporting Aboriginal and Torres Strait Islander young people through holistic mentoring, cultural empowerment, and lifelong learning pathways. It is a culturally strong, future-focused program driven by community, culture, and connection.

IPP honours the knowledge of Elders, supports families, builds leadership in young people, and ensures cultural perspectives are embedded across all Younity services. Through a strengths-based approach, IPP empowers young people to walk proudly in two worlds, building meaningful futures with cultural identity at their core.

Core Program Functions

- **Cultural Mentoring & Support:** One-on-one and group-based mentoring for First Nations young people delivered by identified Indigenous staff who act as role models, advocates, and cultural guides.
- **Community Engagement:** Yarning with Elders, building trust with families, and embedding culture through relationships and storytelling.
- **Education & Transition Support:** Working alongside The Younity School and other education partners to re-engage students and support transitions to training, further education, and employment.
- **Program Delivery:** Deliver and coordinate cultural programs and outreach activities including Young Mob, Deadly Start, NAIDOC engagement, and cultural education events.
- **Systems Change & Cultural Leadership:** Provide internal guidance across Younity divisions to ensure programs, services, and workplaces reflect cultural safety, respect, and representation.

Core Program Areas

The Indigenous Pathways Program works across a number of Younity's youth program streams, delivering both stand-alone and integrated initiatives to ensure First Nations young people are seen and nurtured through mentoring and cultural empowerment.

Young Mob

Connecting young people to their cultural identity and heritage through traditional and community sports, recreation and arts programs. First Nations staff and community mentors offer culturally tailored activities to foster identity, belonging, and pride.

Ganbina Queensland Partnership

Supporting First Nations students to achieve long-term outcomes in education, employment, and personal growth through a child-focused, community-led model.

School-Based Cultural Support

Supporting Aboriginal and Torres Strait Islander students across The Younity School through mentoring, cultural events, and liaison with families.

Employment Pathways

Helping young people transition confidently from school to further education, employment, and cultural leadership roles.

Community Cultural Engagement

Delivering and contributing to NAIDOC celebrations, on-Country excursions, cultural workshops, yarning circles, and arts programs.

About the Role

Indigenous Youth Development Worker

We are seeking a motivated and enterprising Indigenous Youth Development Worker who is aware of matters affecting local Aboriginal and Torres Strait Islander young people and is committed to supporting them in achieving positive destination pathways. You will work as part of a multidisciplinary team to provide strength-based and culturally safe services to young people with a focus on First Nations young people.

This role will work across multiple programs that incorporate an Indigenous focus, including:

- Young Mob
- Ganbina Queensland Partnership
- PUSH! Youth Development
- School-Based Cultural Support
- Employment Pathways
- Community Cultural Engagement

The role will involve engaging, mentoring, and supporting young Aboriginal and Torres Strait Islander people to ensure they gain the education, skills, and life experiences they need to unlock their full potential. You will also help them establish and strengthen their connections with their community and family while assisting them in setting and achieving positive goals for their future pathways.

This role is integral to supporting the cultural wellbeing and career development of Aboriginal and Torres Strait Islander young people, and we strongly encourage First Nations candidates with relevant skills and experience to apply.

Terms & Conditions

Program Team: Indigenous Pathways

Reporting to: COO

Employment Type: Full / Part Time

Award Conditions: SCHADS Level 4/5

Reports: N/A

Working from: Deception Bay

Probation Period: 6 months

Application Process

Please submit your application, including resume and cover letter through our online portal.

www.younity.org.au/about/work-with-us/current-vacancies

Note: Only applications submitted through our website will be considered.

Your cover letter should clearly address the key skills and abilities listed for the position (max 2 pages). Applications will be considered as they are submitted, so please apply

Any questions, or for a confidential chat, please contact Steven Page at steven.page@younity.org.au

Key Accountabilities

Program Management & Stakeholder Engagement

- Drive the Indigenous Pathways Program across Yunity, community and service partners, and First Nations young people, fostering a community-centred approach.
- Develop and maintain partnerships with the community, including links with Elders and significant community members, schools, service partners and non-government entities to enhance program delivery.
- Collaborate closely with internal teams and external stakeholders, including government agencies, community organisations, and families, to ensure a holistic and coordinated approach to youth support.
- Attend case conferences, supervisions, team meetings, and community events to share knowledge, expertise, and best practices.
- Engage in regular communication and information sharing to enhance collaboration and improve outcomes for young people.
- Empower program partners by providing information and resources that support engagement in education, training and employment destinations.

Mentoring & Case Management

- Build strong and trusting relationships with Indigenous young people and their families, offering a safe and non-judgmental space for them to express their thoughts and feelings.
- Facilitate and assess client referrals
- Conduct assessments of young person's needs, considering their unique cultural circumstances and challenges.
- Work with the young people to create development plans outlining goals, objectives, and strategies to support their growth and well-being.
- Provide ongoing support, advocacy, and referrals to external agencies, facilitating access to internal and external programs and services.
- Undertake risk management for program participation and take appropriate action where these activities are in jeopardy.
- Maintain accurate and up-to-date case records, documenting all client interactions, assessments, case plans, and client progress.
- Ensure compliance with relevant policies, procedures, and legal requirements when handling confidential information.

Skills & Abilities

Qualifications and progressive experience

- Diploma or Certificate IV in youth work, community services, alcohol and drug, mental health support or social welfare and/or relevant and equivalent experience working within a youth or education setting.
- Demonstrated experience in working with Indigenous young people facing complex challenges,
- Demonstrated experience in community engagement and developing and maintaining stakeholder relationships, particularly with local Elders and significant community members
- QLD Working with Children Check,
- Current clean QLD Drivers Licence.

Knowledge & Skills

- Ideally you will already have links to and strong developed contacts with Aboriginal and Torres Strait Islander Elders, Leaders and members of the community or the ability to establish and maintain these,
- Solid knowledge of social services, community resources, and support networks available for Indigenous young people and families in Moreton Bay,
- Proficient understanding of community development principles and practices,
- Strong interpersonal and communication skills, with the ability to establish rapport with diverse youth populations,
- Demonstrated strong written communication skills, including case noting and report writing.
- Demonstrated ability to manage caseloads and prioritise tasks effectively,
- Exceptional communication and interpersonal skills, with the ability to build positive relationships with clients, team members, and stakeholders,
- Strong problem-solving and decision-making abilities,
- Sound understanding of cultural competence and the ability to work effectively with diverse populations,
- Proficient computer skills.

Core non-technical skills and attributes

- Emotional Intelligence,
- Problem-solving, critical thinking and decision-making,
- High level of integrity and ethical conduct,
- Flexibility and adaptability,
- Commitment to Younity's core values and organisational culture.