



Candidate Information Booklet

Family Engagement Worker

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.

Organisation Profile

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 Younity, 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

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Our Future

By 2030, Younity 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 HSQF accredited, Child Safe organisation with an extensive history of delivering relevant, accessible, quality 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 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.

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. 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. And we encourage anyone with relevant experience to apply to work with us.

We are also proud to actively promote sustainable work-life balance practices, offer extensive professional development opportunities and provide a supportive team environment. We offer generous salary packaging arrangements and four weeks of annual leave per year for our staff.

Program Details

The GROW Program

Growing Resilient in Our World

One of Younity's key service streams is our work with children and their parents - The GROW Program .

GROW aims to see that all children and young people are safe, respected, nurtured, and reach their full potential.

The GROW Program is committed to the delivery of what works for children, young people and families, including evidenced-based and/or informed models of intervention.

GROW is here to support families and children to build relationships, skills and confidence in fun, creative and joyful environments, including parks, shopping centres, halls, schools and other local locations.

The program offers playgroups, activities, events and parenting projects that are relevant, effective and supported by evidence-based teaching and learning strategies.

Over the next four years, the Grow program will support over 1500 members of our community to be happy, healthy and to thrive.



The GROW Program - Activity Streams

CONNECTED FAMILIES

Families with children 0-5

PLAYGROUPS & ACTIVITIES FOR PARENTS AND CHILDREN 0-15

HEALTHY & ACTIVE

Families & children 0 - 12

FREE HEALTH & REC ACTIVITIES FOR CHILDREN 0-12 YEARS, IN PARTNERSHIP WITH PRIMARY SCHOOLS AND COMMUNITY ORGANISATIONS

CARE

Supported case management for children and their parents

HOLISTIC SCHOOL BASED SUPPORT - PROMOTING SOCIAL AND EMOTIONAL WELLBEING OF CHILDREN AND THEIR FAMILIES

PUSH!!

School Engagement Children 8 - 13

SCHOOL BASED EARLY INTERVENTION ACTIVITIES (AFTER SCHOOL & LUNCH TIMES), SUPPORTING CHILDREN AND YOUNG PEOPLE TO CONNECT WITH THEIR CULTURE AND COMMUNITY.

HIPPY

Home Based Childhood Learning Families & Children 3-5

FREE, TWO-YEAR, HOME-BASED EARLY CHILDHOOD LEARNING PROGRAM THAT EMPOWERS PARENTS AND CARERS TO BE THEIR CHILD'S FIRST TEACHER.

POSITIVE PARENTING

For Parents

EVIDENCE BASED PARENTS PROGRAMS DELIVERED FLEXIBLY ONLINE AND IN PERSON

About the Role

Family Engagement Worker - The Grow Program

The GROW Program is seeking an exceptional candidate to join our dedicated team. As the Family Engagement Worker, you will deliver inclusive programs and engagement activities that strengthen the confidence and capacity of parents. Using your knowledge in working with children, young people and families, you will design and facilitate parenting programs, playgroups, and parent engagement initiatives across our three Yunity sites.

Operating within a community-led and co-design framework, you will collaborate with local organisations, schools, and early learning centres to create opportunities for parents to engage in their child's learning and growth. Your role will be pivotal in supporting positive family interactions, promoting school readiness, and supporting families with children moving into secondary education.

This position offers a unique opportunity to empower families, foster meaningful connections, and contribute to the well-being of families in our community.

This job is for someone who...

Is great at planning and REALLY loves getting into delivering programs and activities.

Loves engaging with children, young people and building relationships with parents and community.

Genuinely understands that the questions and answers for children, parents and families sit in our communities.

Thrives on creative, out-of-the-box thinking and is passionate about creating joyful colourful communities.



Terms & Conditions

Program Team:	Children & Families
Reporting to:	Head of Community Services
Employment Type:	Part-Time (up to 25 hrs wk)
Award Conditions:	SCHADS Level 3-4
Reports:	0
Working from:	Deception Bay (base location), Caboolture & Burpengary
Probation Period:	6 months

Key Accountabilities

Program Design and Delivery

- Work with the GROW program team to plan and deliver inclusive and culturally appropriate family engagement initiatives, including playgroups, parenting programs, parent support activities, and community events across Younity's 3 sites (The Younity school, HIPPY Caboolture, and Deception Bay Communities for Children).
- Deliver evidence-based parenting programs and incorporate evidence-based strategies into day-to-day engagement activities to strengthen parents' confidence and capacity in supporting their child's development.
- Use community engagement strategies to ensure programs are tailored to local families' needs, enhance parental involvement, promote sustainability, and foster community ownership.
- Act as a key connector between families and local support services, linking parents and caregivers to relevant resources, education programs, and community organisations through both individual support and group engagement.
- Support family engagement outreach and program promotion, including social media content and community networking, to increase awareness and participation in Younity's programs and services.
- Consult with families and involve them in the co-design of engagement initiatives, ensuring their voices, strengths, and preferences shape program delivery.
- Promote positive parent-child interactions, early learning, school readiness, and family well-being through all engagement activities, empowering families to support their child's development and transitions to primary and secondary school.

Stakeholder Engagement and Community-led Approach

- Work with local stakeholders to deliver initiatives for families, responding to needs and opportunities as they arise.
- Develop and maintain partnerships with community, schools, service partners and non-government entities to enhance program delivery.
- Work collaboratively across the Younity team to deliver effective and efficient programs and services for clients.

Learning, Adaptability, and Cultural Competence

- Demonstrate a proactive approach to personal learning, adaptability to change, and a commitment to developing cultural competence.
- Embrace diversity, actively seek to understand different perspectives, and incorporate cultural awareness and sensitivity into program delivery.

Key Accountabilities (cont)

Safety and Compliance

- Maintain a safe working environment in line with Child Safe protocols and organisational Workplace Health and Safety Policies and procedures.
- Ensure GROW programs comply with relevant contractual obligations and maintain positive relationships with stakeholders, including schools, to facilitate ongoing collaborative program delivery.

Administrative Responsibilities

- Collaborate with the team to ensure timely program reporting and accurate data entry, maintaining comprehensive records of program activities and outcomes.
- Complete Risk Management documents for activities, ensuring the safety and well-being of families and children.

Adherence to Policies and Quality Standards:

- Adhere to Younity policies, including Work Health and Safety, Child Safety, Privacy and Confidentiality, Consumer Engagement, and Complaints and Feedback policies.



Skills & Abilities

Qualifications and progressive experience

- Qualifications in childcare, education, community or child and family services, or appropriate experience in a similar role.
- Experience delivering community programs such as playgroups, parenting programs or engagement activities.
- Experience supporting children, young people and parents, including providing information and referrals.
- QLD Working with Children Check
- Current clean QLD Drivers Licence,

Knowledge & Skills

- Demonstrated ability to plan and deliver creative community programs for children, young people and parents/carers.
- Demonstrated ability to support children and young people from diverse backgrounds and/or with varying abilities.
- Good understanding of community development principles and practices.
- Strong communication and interpersonal skills, with the ability to build positive relationships with clients, team members, and stakeholders.
- 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
- High level of integrity and ethical conduct
- Flexibility and adaptability
- Commitment to Younity's core values and organisational culture

Note: This job description provides a general overview of the responsibilities and qualifications for the Family Engagement Worker- The GROW Program. It is intended to be flexible and may be adjusted based on the specific needs and priorities of the organisation or program.

Application Process

STEP ONE

Please submit your application, including details form, 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).

STEP TWO -

Screening and Shortlisting

All applications will be assessed against the key skills and abilities for the role and the relevance of your CV. Shortlisted applicants will be invited to attend a first-round interview.

STEP THREE

Interviews

Shortlisted candidates will be invited to attend a panel interview.

Candidates may be asked to complete a practical assessment or presentation during the interview.

STEP FOUR

Due Diligence

Background checks of preference candidates will be completed pre-offer. This will include the following: qualification checks, two reference checks, working with children check/ blue card, driver's licence.

STEP FIVE

Finalisation

All applicants will be notified of the outcome and may request feedback on their application.

Have a Query?

**For a confidential conversation, please contact Jessica Taylor, Head of Community Services at jessica.taylor@younity.org.au
m: 0438 946 167**



Younity - Connecting Communities



www.younity.org.au



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