



Bicultural Early Childhood & Caregiver Support Facilitator - Casual #1129

Do you want to work in one of Australia's leading organisations providing treatment and rehabilitation to torture and trauma survivors; that's quality focused, diverse & committed to making a difference in the lives of vulnerable people in communities.

Come & join us!

THE ORGANISATION

STARTTS is a not-for-profit Affiliated Health Organisation focused on providing a broad range of services to refugees in NSW. The focus of STARTTS approach is on building capacity and empowering people and communities to take control over their own lives, using a strengths-based approach and building on individual, family, community and cultural strengths.

THE ROLE

The bicultural facilitator will assist in facilitating groups delivered as part of the Communities for Children STARTTS Early Childhood and Caregiver Support Project, by supporting children (0-6 years of age) and their caregivers from refugee-like backgrounds. The role involves co-facilitating group activities, modelling positive caregiver-child interactions, and providing culturally responsive parenting and caregiver support that foster caregiver/child attachment, emotional co-regulation, and healthy child development. The role may also assist in simple data collection, reflective feedback, or community-informed research activities that contribute to ongoing program development and evaluation.

PERKS & BENEFITS

- Employment with attractive leave entitlements including 14 weeks paid parental leave, 4 weeks' annual leave and paid Accrued Day Off (ADO) (full-time employees only) and other entitlements.
- Salary packaging options that reduce your taxable income and increase your take-home pay.
- Great education opportunities through our Training department.
- Access to our Employee Assistance Program (EAP) for staff and family members.
- Discounted gym memberships with a Fitness Passport.
- Active Social Club
- Potential access to Fleet cars
- Flexible hybrid work.



Position No.: 1129

Closing date: Tuesday 18 November 2025

Enquiries: Shima Sadeghi; Early Childhood & Caregiver Support Team Leader (02) 9646 6666

Work Type: Casual; up to 16 hours per week. Contract up to 30 June 2026 (continuation subject to ongoing funding)

Location: STARTTS Communities for Children Bankstown and Fairfield funded areas

Salary: Health Education Officer or other relevant classification based on qualifications, experience, and requirements of the role. A generous salary packaging scheme is also offered.

Vaccination Requirement: Category A

ESSENTIAL REQUIREMENTS

1. Relevant tertiary studies in community services, education, teaching, psychology, social work, counselling or other relevant psychotherapy. Applicants who are currently undertaking relevant studies and working towards a recognised qualification in a related field are also encouraged to apply.
2. Demonstrated understanding of the effects of torture and trauma on individuals, families, and communities and its impact on resettlement in the Australian context.
3. Understanding early childhood development and the importance of caregiver-child relationships.
4. Experience in facilitating or assisting group activities for children and/or caregivers in community or educational settings.
5. Ability to engage effectively with children and caregivers from diverse cultural backgrounds in a trauma-informed and culturally responsive manner.
6. Ability to work both independently and collaboratively within a multidisciplinary team in a multicultural environment.
7. Effective oral, written and interpersonal communication skills and proficiency in the use of Microsoft Office.
8. Fluency in one or more relevant community languages including Arabic, Dari, Rohingya, Farsi, and Swahili, Kurdish Kurmanji.

DESIRABLE REQUIREMENTS

1. Availability to work flexible hours, including occasional mornings or afternoons, as required for group sessions.
2. Experience in delivering training and in group facilitation/co-facilitation, early childhood education, or community development.

*This position is considered child-related employment and will require a Working with Children Background Check and a National Police Check.

VACCINATION REQUIREMENTS

****This role is a Category A role.** It is mandatory for **Category A** workers to meet and maintain the vaccination criteria (as per the current NSW Health and STARTTS policies).

Vaccination and/or assessment is required for **Category A** workers for the following transmissible diseases – measles, mumps, rubella, hepatitis B, varicella (chickenpox), diphtheria, tetanus, pertussis (whooping cough), influenza and tuberculosis.

COVID19 vaccination is strongly recommended, but not a requirement for employment.

If successful you must provide evidence of vaccination and/or assessment.

Should you not be able to comply with vaccination requirements before your commencement date, the offer of employment may be withdrawn.

If you have a medical reason for why you cannot be vaccinated, a medical contraindication evidence will be required.

OUR COMMITMENT TO DIVERSITY, EQUALITY, AND INCLUSION:

STARTTS is committed to equal employment opportunities and welcomes applications from people of all backgrounds, including Aboriginal and Torres Strait Islander peoples, people with disabilities, culturally and linguistically diverse communities, LGBTIQ+ individuals, and others who reflect the diversity of our society.

HOW TO APPLY

To be considered for this position, please ensure you address the selection criteria as thoroughly as possible.

1. Complete a <https://www.startts.org.au/jobs/employment-application-form/>
2. Write a **Statement Against the above Essential Requirements** outlining how you meet the selection criteria (see the guide "[How to apply for a job at STARTTS](#)")
3. Submit an up-to-date **Curriculum Vitae (CV)**
4. Provide copies of relevant Qualifications if applicable (overseas qualification must be assessed by an appropriate Australian body to be considered)
5. Statements of Service from previous relevant roles (if applicable, please ask us for a sample)
6. A cover letter is optional.
7. Email your application and supporting documents to: STTS-Jobs@health.nsw.gov.au

NB: Depending on the role, if appointed, you may need a current 'NSW Working With Children Check' clearance, follow this link for information on how to apply of your check: <https://ocg.nsw.gov.au/working-children-check/applicant>