

POSITION DESCRIPTION

Position:	Youth Support Worker
Program:	Kirrang Wilam Youth Refuge
Classification:	SCHADS Award Level 3 (SACS Youth Worker Class 2) <i>(Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)</i>
Hours:	Full time, 76 hours per fortnight (weekend and sleepover shifts included)
Duration:	Ongoing
Location:	Eastern suburbs
Accountability:	This position is directly accountable to the Team Leader, Kirrang Wilam Youth Refuge
Date:	September 2016

INTRODUCTION

At Anglicare Victoria our focus is on transforming the futures of children and young people, families and adults. Our work is based on three guiding pillars, Prevent, Protect, Empower. We offer a comprehensive network of services and seek to ensure the provision of high quality services that will bring about significant improvements in the life experience of the young people, children and families/caregivers with whom we work.

Anglicare Victoria has an official Reconciliation Action Plan (RAP) that bears the Reconciliation Action Trademark. The RAP requires that staff continue to develop their cultural competence so as to maximise opportunities and improved outcomes for Aboriginal and Torres Strait Islander peoples.

OVERVIEW OF PROGRAM

Kirrang William is a Department of Health and Human Services funded crisis accommodation program that accommodates 16-22 year old males and females who are currently homeless. The program offers short-term accommodation for 6-8 weeks and can have up to four females and three males at any given time. Young people who leave the program are then offered time limited outreach support.

The young people who are involved in this program have often suffered through abuse and neglect, or family and/or personal and developmental crises. Staff work together as part of a therapeutic team to deliver specialist care for each young person within a therapeutic environment. The program addresses issues of homelessness, family conflict, as well as family and/or personal issues.

The aim of the program is to provide a safe and secure environment for young men and women to ensure they have the physical and psychological space to enact positive change in their lives.

POSITION OBJECTIVES

To work as part of a therapeutic rostered youth work team, providing short term accommodation and support for young men and women aged 16-22 years who are homeless. The program is part of an integrated service response aimed at addressing personal crisis, at risk behaviors and homelessness. A Youth Support Worker should provide appropriate crisis intervention on the basis of negotiated individual case plans to each client in a safe and secure environment that will help to reduce vulnerability and enhance a young person's sense of empowerment.

KEY RESPONSIBILITIES

- Intake and assessment of young people referred to the program as per program guidelines.
- In consultation with the young person, their family (if appropriate), and other relevant professionals, develop a case plan comprising behavioral indicators, goals and objectives and planned interventions.
- Consult with other staff providing therapeutic services to young people and participate in existing case planning and review mechanisms.
- Liaise with other professionals to ensure each young person is linked to appropriate services such as individual counseling, Centrelink, medical checks, drug and alcohol counseling, group work, family reconciliation counseling according to each case plan with client consent.
- Contribution to the development and maintenance of a safe, secure and planned environment wherein residents' developmental needs are effectively met, as per program guidelines.
- Direct work with the families of young people where appropriate.
- Developing a plan with the young person to move beyond emergency accommodation and assisting them to make the transition to more permanent housing options.
- Providing time limited outreach support to young people who have exited the refuge.
- Keeping Team Leader fully briefed about all matters relating to appointee's role in the program and service implementation, maintenance issues, and immediately reporting all critical incidents and issues.
- Capacity to work scheduled hours within a fortnight roster including week days, nights, weekends, public holidays and sleepovers.
- Active involvement in regular supervision including individual supervision, participating with young people as a Key Worker and in regular team meetings.
- Maintain appropriate case file documentation and engage in relevant data collection activities
- Build co-operative and effective relationships with other relevant staff within the organisation.
- Participate in program planning and development processes as required.
- Other duties as required.

Desirable skills, knowledge, and experience

1. Demonstrated competence in complex support work with young people and their families, preferably including previous experience in the homelessness or youth sectors.
2. Experience working in a refuge or residential care setting.
3. An understanding of trauma and attachment theories and experience working within a therapeutic framework.

Occupational Health & Safety (OHS)

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

All Anglicare Victoria employees and volunteers are required to take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company's OHS policies and procedures.

OHS - Employees are be required to complete the OHS requirements of the organisation, which may include local level training relating to equipment usage, Hazardous Chemicals, PPE.

Employees, contractors and volunteers:

- participate in relevant health and safety training based on roles and responsibilities (Contractors to provide evidence of prior relevant training)
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies
- understand and comply with all OHS legislation and regulations relevant to their activities at the designated workplace
- take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others
- cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace
- report all injuries, illness or 'near misses' to the Team Leader/Supervisor or Regional Manager

KEY SELECTION CRITERIA

Essential

1. A relevant tertiary qualification in Youth Work, Social Work, Psychology and/or related behavioural sciences, or less formal qualifications with specialised skills sufficient to perform at this level.
2. Capacity to work within the program objectives, guidelines and therapeutic framework in line with the organisations policies, procedures and guidelines.
3. An understanding of the needs of young people who are experiencing homelessness, including those who have suffered neglect, abuse, trauma and personal or family crisis.
4. Relevant experience and competence working in the Youth or Community Services sector.
5. Commitment to the principles and practice of adequate support service access for the most vulnerable and disadvantaged young people and to promoting autonomy and self-determination for young people accessing the program.
6. Ability to engage young people and where appropriate, their families, in co-operative, goal-directed working relationships aimed at addressing barriers to stable housing within the crisis accommodation period.
7. Capacity to make sound professional judgements with some autonomy.
8. Ability to utilize supervision and participate in professional development.
9. Demonstrated ability in working effectively within a multidisciplinary team.
10. Highly effective communication skills (verbal and written), including computer literacy and case recording skills.

TERMS AND CONDITIONS

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award 2010. Salary packaging is offered with this position.
- All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.
- All offers of employment are subject to a satisfactory Criminal History Check and must provide a Working with Children Check prior to commencement.
- A current Victorian Driver's license is essential.
- Anglicare Victoria is a member of HESTA (Health Employees Superannuation Trust). At present, we contribute 9.5% of ordinary time earnings to this fund. Staff may elect to choose their own superannuation fund.

TO APPLY:

Please apply in writing addressing the key selection criteria and nominating three professional referees to Maree McCleary at maree.mccleary@anglicarevic.org.au.

For further enquiries contact Maree McCleary on 9830 6510.

Applications close Friday 23rd September 2016.