

# YOUTH WORKER POSITION DESCRIPTION CHILD & FAMILY SERVICES INNER GIPPSLAND AREA

**At Anglicare Victoria our focus is on transforming the futures of children, young people, families and adults.** Our work is based on three guiding pillars: Prevent, Protect and Empower.

We strive to create an environment where employees feel valued and rewarded.

By living the Anglicare Victoria values and actively fostering fairness, equality, diversity and inclusion, our people make Anglicare Victoria a truly great place to work.

**So come and join us at Anglicare Victoria where there is a rewarding career ready for you** in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.



## Position details

<b>Position</b>	Youth Worker 'Iso Buddy'
<b>Program</b>	Child and Family Services
<b>Classification</b>	SCHADS Award Level 5 (Social Worker Class 2)
<b>Hours</b>	Full Time
<b>Hours per week</b>	38
<b>Duration</b>	Fixed Term
<b>Fixed term end date</b>	12 months
<b>Location</b>	Morwell
<b>Reporting Relationship</b>	This position reports directly to Child & Family Services Team Leader
<b>Effective date</b>	June 2020

## Overview of program

An exciting opportunity exists to employ a full time Youth Worker ' Iso Buddy' for 12 months to engage and support young people virtually and face-to-face where necessary. The position has been funded from Latrobe Health Services response to the impact of COVID 19.

The Youth Worker will:

- Engage with young people to assess what supports are required, develop appropriate suggestions and/or referrals and action these accordingly
- Explore areas of interest and passion with young people support them through access to alternative services, volunteers and subscriptions
- Support the young people to practically engage and sustain these interests and skills long term
- Role model safe and appropriate online behaviour through setting up virtual groups to bring young people together to stay connected, support one another, share experiences and engage in fun challenges and activities
- Assist young people remain engaged in education, develop skills for living independently, navigate Centrelink and seek employment.

## Position Objectives

The Youth Worker will be monitoring and assessing the wellbeing of the young people, focusing on impacts of isolation and making referrals to appropriate supports when required.

1.	Deliver and range of techniques and approaches to engage and co-ordinate the delivery of a high quality program that provides genuine and positive outcomes young people.
2.	Undertake comprehensive assessments of young people and develop plans in collaboration with key stakeholders to support and empower young people to overcome challenges impacting on them.
3.	To ensure appropriate processes are in place to enable continuous improvement of services and to promote best practice and ongoing quality improvement of the program.
4.	To ensure the program is operated in accordance with service and quality standards, program targets, DHHS and related service agreements, organisational policies and accepted standards of practice.
5.	In partnership with key stakeholders independently complete assessment of risk within the individual and family context.
6.	Make an active commitment to the development and maintenance of a cohesive team and participate positively in staff meetings, team meetings and staff development. Participate in regular supervision and support less experienced staff develop confidence in their practice.

## Key responsibilities

The key responsibilities are as follows but are not limited to:

1.	Use a range of techniques and approaches to engage with young people virtually and in person in a respectful way that supports their needs and personal goals. Take steps to reduce impact of COVID 19 and isolation focussing on young people's mental health and education. Providing appropriate service response in line with Best Interest Assessment principals.
2.	To ensure case work is conducted in accordance with service and quality standards, program targets, DHHS and related service agreements, organisational policies and accepted standards of practice.
3.	Undertake assessment of young people, which includes both a child development and systemic perspective. Provide support in a variety of creative and virtual ways to enhance the young person's health, confidence and independence.
4.	Participate in the development and maintenance of quality partnerships with key stakeholders and community services providers.
5.	Make an active commitment to the development and maintenance of a positive workplace culture and participate in staff meetings, and team meetings. Participate in regular supervision, group supervision and reflective practice both individually and as part of a team.
6.	Carry portfolio responsibilities in support of the program's development and planning requirements and other duties as required.

## Key Selection Criteria

The Key Selection Criteria are based on role specific requirements **and** the Anglicare Victoria Capability Framework. Applicants are required to provide a written response to **both** a) and b).

### a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. The five criteria are to be addressed individually (no more than 2 pages in total).

 <p><b>Role Specific</b></p>	<p>1. A relevant tertiary qualifications in youth work, and/or related behavioural, community of social sciences.</p>
	<p>2. Demonstrated awareness and commitment to working within the “Best Interest Principles” outlines within the Child, Youth and Families Act 2005</p>
	<p>3. An understanding of the social context of child abuse, neglect and mental health</p>
	<p>4. Demonstrated ability to conduct comprehensive child focused safety and wellbeing assessments and make sound judgments in relation to prescribed actions.</p>
	<p>5. Demonstrated understanding and application of individual and systemic theories that underpin effective, intensive, in-home family based interventions, including motivational interviewing and social inclusion.</p>

## Key Selection Criteria (continued)

### b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the two capability groups; **Personal Qualities and Relationship and Outcomes** (no more than 1 page in total).

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today's changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.

#### Personal Qualities



##### Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

##### Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

##### Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

#### Relationships and Outcomes



##### Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

##### Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

##### Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

#### Leading People



##### Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

##### Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

##### Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.

## **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, contractors 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
- 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 their Supervisor or Manager
- participate in relevant health and safety training based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems

## **Cultural Safety in the Workplace**

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.

## Conditions of employment

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award (SCHADS) 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, a current Driver's License and an Employment Working with Children Check prior to commencement.

## Acceptance of Position Description requirements

To be signed upon appointment

### Employee

Name:

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Signature:

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Date:

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