

OCCUPATIONAL THERAPIST POSITION DESCRIPTION

LEAVING CARE PROGRAM

ST LUKE'S REGION

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

Position	Occupational Therapist
Program	Leaving Care
Classification	SCHADS Award Level 6 (Social Worker Class 3) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Full Time
Hours per week	38
Duration	Fixed Term
Fixed term end date	December 2019
Location	Bendigo
Reporting Relationship	This position reports directly Youth Services Team Leader
Effective date	November 2018

Overview of program

The Leaving Care Program provides a range of services and supports to assist young people aged 16 to 21 years of age to transition from out-of-home care to independent living and adulthood. Such services include:

- Post care support, referral and information services
- Mentoring services
- Leaving Care brokerage
- Springboard
- Housing Support

The Leaving Care Program is one of the numerous programs that is offered by Youth Services. These suite of programs are aimed to actively engage vulnerable young people (and their families where appropriate) to ensure their immediate and longer term safety, stability and wellbeing are promoted. This includes achieving positive health, educational, employment, emotional and social outcomes.

Position Objectives

1.	Provision of comprehensive occupational-focused assessments, including use of standardised and non-standardised assessment, to young people eligible for the Leaving Care Program.
2.	Application of occupational-focused interventions to assist with achieving transition to independence related goals.
3.	Improve access and pathway to disability resources for young people who have left care, working collaboratively with others.
4.	Optimise use of existing resources (including brokerage and properties) within the Leaving Care program, including review of existing systems.

Key responsibilities

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


1.	Provision of client focussed and comprehensive occupational therapy assessments and interventions.
2.	Engage and build rapport with vulnerable youth.
3.	Working collaboratively with the team and other providers to support client identified needs and outcomes.
4.	Share discipline specific knowledge to build capacity of colleagues, to improve the outcomes for young person who have left care.
5.	Work with complex client groups, including disability, in navigating the service system.
6.	Review current systems processes and provide recommendations for improvement.

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).

 Role Specific	1. Qualifications in Occupational Therapy with current AHPRA registration and eligibility for Membership with Occupational Therapy Australia.
	2. Demonstrated resilience and understanding to work with and build rapid engagement to support clients (in particular high risk young people) who have been exposed to trauma, violence or neglect.
	3. Demonstrated knowledge of trauma informed care and how this may impact on an adolescent's development.
	4. Demonstrated experience in implementing occupational – focused assessments and interventions with complex client groups.
	5. Demonstrated experience working collaboratively with others, maintaining effective relationships and navigating the service system to achieve identified outcomes for clients.
	6. Experience in reviewing and developing system improvements, in addition to having well developed communication skills.

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 three nominated capability groups; **Personal Qualities**, **Relationship and Outcomes**, and **Leading People** (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: _____

Signature: _____

Date: _____