

## POSITION DESCRIPTION

<b>Position</b>	Better Futures Youth Worker	<b>Position Number</b>	
<b>Reports to</b>	Team Leader – Better Futures (North)	<b>Direct Reports</b>	N/A
<b>Status</b>	Full-time	<b>Time Fraction</b>	1.0
<b>Award</b>	SCHADS 4.4	<b>Location</b>	Preston

## OUR VISION

Aboriginal self-determination – Live, Experience and Be.

## OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

## POSITION SUMMARY

This position is responsible for engaging proactively with the young person as they are about to turn 16 years and assists them as they transition to independence up until the age of 21 years. They provide a secondary consultation to the care team – lending expertise to the transition planning process; identifying goals and actions for inclusion in the 15+ Care and Transition Plan. The Youth Worker does not assume lead responsibility for case work support while the young person is subject to a statutory order – support gradually increases as young person prepared to transition – 6 months prior. In limited circumstances, the Youth Worker will provide direct support to young person in care and will provide case work support to young person up to 21 years of age who have been in care services. Better Futures Youth Workers provide young people support in the development of independent living skills (budgeting, meal preparation, household management, understanding housing, managing health and wellbeing appointments) relevant to their current level of independence skills.

## KEY RELATIONSHIPS

*Internal:* Young people, Better Futures Youth Workers, Team Leader – Better Futures (North), Program Manager – Residential Care Case Management, Executive Manager, Residential Care program staff, VACCA TCP

*External:* DFFH, TCP, education and vocation training staff, medical and health practitioners, housing/homelessness services, legal representative, and other community organisations

## KEY SELECTION CRITERIA

### ESSENTIAL

- Demonstrated commitment and understanding for the values that underpin VACCA' vision and purpose
- A sound understanding of Aboriginal culture, values, protocols, inter-generational factors and complex kinship systems, as well as the issues facing vulnerable Aboriginal people today
- A demonstrated knowledge and understanding of issues surrounding youth, homelessness, adolescent out-of-home care, the Child Protection and Youth Justice systems and available resources and services in Northern Metro regions.
- Skills in assertive outreach, assessment and case management.
- Demonstrated ability to engage young people in out-of-home care including Residential Care, Kinship Care and Home-Based Care.
- Demonstrated ability to assist young people transition and develop the necessary skills for independent living.
- A demonstrated commitment to establishing and maintaining collaborative relationships with families, colleagues, government departments, sector partners and the Aboriginal Community.
- Demonstrated understanding of, and commitment to, the values that underpin VACCA' vision and purpose and the capacity to take a leadership role in championing these internally and externally
- Demonstrated awareness and appreciation of Aboriginal societies and cultures, and commitment to continually build knowledge of such, along with a high level of awareness of the key issues which impact upon Aboriginal communities
- Demonstrated experience in working and engaging with Aboriginal families and children/
- Demonstrated experience in child and family sector

## REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence, a current employment Working With Children Check card and a clear National Police Check
- Current COVID-19 vaccination (including booster dose, as applicable)

## POSITION ACCOUNTABILITIES

### KEY RESPONSIBILITIES

- To be responsible for a caseload of clients,
- To build an engagement while the young person is in care and contribute to transitional planning with a trauma informed lens,
- To provide case management support when the young person leaves care, facilitating assessment planning with a focus on long-term outcomes,
- To undertake engagement that includes assertive outreach and support (varying in levels of intensity),
- To work within, maintain and track funding for clients on an individual level,
- To motivate, encourage and empower clients to address areas of personal difficulty and consider options for the development of personal wellbeing,
- To actively support, encourage and maintain the development of positive relationships, networks and linkages with the young person's community and culture,
- To actively promote the establishment and maintenance of positive family relationships in accordance with the young person's wishes and as outlined in the care plan
- To ensure culture is at the centre of practice and that young people are supported to connect with their culture and Community
- To liaise effectively with relevant services and supports to create linkages and options for young people in the program; and
- To assign, implement and manage a flexible support package based on the case plan for each young person.

### PROFESSIONAL DEVELOPMENT

- Participate in orientation and inductions, formal supervision, reflective practice, annual performance appraisals and professional development activities, in accordance with VACCA's supervision framework and related policies; and
- Maintain a good working knowledge of resources and services available to vulnerable young people and their families.

## RELATIONSHIP MANAGEMENT

- Work as part of a multidisciplinary care team, sharing individual skills and knowledge; and
- Work co-operatively with other Government and non-Government agencies and with all relevant Aboriginal and non-Aboriginal stakeholders in maintaining an effective and responsive service delivery system for clients who are transitioning from state care to independence.

## HEALTH, SAFETY & WELLBEING

- Ensure compliance with the OH&S Act and VACCA policies.
- Contribute positively and proactively to team and organisation wide OH&S activities.

## QUALITY & CONTINUOUS IMPROVEMENT

- Ensure compliance with legislation, contract and policy requirements in your day to day work to meet the organisation's audit, contract and registration obligations.
- Proactively apply your specialist knowledge in the review and maintenance of policies, systems and processes.
- Continue the development of a culturally strong and positive working environment using a continuous improvement approach.

## OTHER

- Participate proactively in team project initiatives
- Support other team members in periods of high demand and during periods of absence.
- Participate in project groups and attend events
- Undertake other duties as directed

## ADDITIONAL INFORMATION

We are committed to Aboriginal self-determination and supporting strong, safe, thriving Aboriginal communities and aim to ensure every individual is treated with dignity, honouring all cultural backgrounds, abilities, ethnicities, sexual orientations, gender identities and spiritual beliefs.

VACCA is a child-safe organisation and is committed to ensuring the safety and wellbeing of children and young people with zero tolerance for child abuse. All successful applicants will be required to undertake a National Police Record Check and Working with Children Check prior to commencement of employment and periodically following commencement.



VACCA is an equal opportunity employer and has a smoke-free workplace policy.

This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) Identification (Tier 2) level which requires mandated MARAM Family Violence Screening & Identification training and VACCA MARAM Identification responsibilities.