

YOUTH MENTOR/ OUTREACH SUPPORT POSITION DESCRIPTION

TARGETED CARE PACKAGES - TCP NORTH CENTRAL 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	Youth Mentor/ Outreach Support Worker
Program	Targeted Care Packages
Classification	SCHADS Award Level 3 (Youth Worker Class 1 Unqualified) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Casual
Duration	Casual
Fixed term end date	
Location	North Central Region
Reporting Relationship	This position reports directly to the program Team Leader
Effective date	May 2021

Overview of program

Targeted Care Packages (TCPs) are an initiative of the Department of Health and Human Services in response to the State Government priority to reduce the number of children / young people residing in residential care.

TCPs are creative and innovative placements developed around specific children / young people aged between 0 and 19 years. The program acts as a wrap-around service incorporating all aspects of support and brokerage required in order for them to successfully transition out of residential care to alternative forms of placement to best meet their support needs.

TCPs are designed to provide holistic support to children / young people, their family, carers and relevant others through a care team model. They are designed to follow the child / young person throughout the remainder of their Out of Home Care experience.

Position Objectives

1.	To assist with the establishment, monitoring and support of family, kinship and independent living arrangements for the most vulnerable children and young people as a result of Child Protection involvement.
2.	To provide day to day mentor support to children, young people, their families and caregivers receiving this service, inclusive of forming strong community connections.
3.	To assist children, young people and their families / caregivers to become self-managing over time with minimal need for ongoing professional involvement.

Key responsibilities

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

1.	Assess safety and well-being of young people during engagement.
2.	Consult with Case Managers, Team Leaders or other support staff in relation to any presenting issues.
3.	Act as a positive, mature and responsible role model to young people, demonstrating appropriate independent living skills, recreation, self-care, communication and behaviour.
4.	Provide general direction, encouragement and support to children and young people in developing their independent living skills including cooking, cleaning, budgeting, financial management and general self-care.
5.	Establish and maintain appropriate boundaries and rapport with young people who have experienced trauma.
6.	Supporting young people to engage within their community in a positive manner.
7.	Be available for and participate in house meetings, team meetings, care team meetings and other role specific commitments as required.
8.	Participate in regular supervision and maintain open and honest communication with direct supervisor and other program staff.
9.	Case noting and administration duties
10.	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>Role Specific</p>	<p>1. A relevant tertiary level qualification, including Social Work, Youth Work, or Psychology. A minimum of a Diploma in other relevant fields is required.</p>
	<p>2. Capacity and commitment to work effectively and take a hands on approach with young people in a lead tenant or independent living setting to achieve planned change.</p>
	<p>3. Commitment to the principles and practice of providing quality care for the most vulnerable and disadvantaged young people, and to promote autonomy and self-determination for children and young people.</p>
	<p>4. An ability to provide support and encouragement to children and young people.</p>
	<p>5. An understanding of cultural contexts and the unique needs of Aboriginal children and young people.</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 Victorian 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: _____