

COMMUNITY CONNECTOR – BETTER FUTURES

POSITION DESCRIPTION

LODDON 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	Community Connector – Better Futures
Program	Better Futures – Youth and Community Services
Classification	SCHADS Award Level 5 (Community Development) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Part Time
Hours per week	15.2 (0.4EFT)
Duration	Ongoing
Fixed term end date	
Location	Bendigo with some outreach across the Loddon area
Reporting Relationship	This position reports directly to the Youth Services Team Leader
Effective date	January 2020

Overview of program

Youth and Community Services is comprised of several programs that offer support to vulnerable young people and their families across the Loddon Campaspe area. These programs include youth support services, homelessness services, adolescent and family mediation services, early intervention/reunification services, education re-engagement, community engagement and other youth focused programs. These 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, including positive health, educational, emotional and social outcomes.

The Better Futures program (launched in November 2019) is a new way of supporting care leavers, engaging with young people and their support networks, including case managers and care teams. Better Futures aims to engage earlier with care leavers, supporting them to have an active voice in their transition planning, and providing individualised supports across a range of life areas including housing, education, employment, and community and cultural connections.

The Community Connectors role is to broker access to mainstream opportunities, networks and resources for young people transitioning from care, so that they can build enabling and social connections that will help them achieve their goals and support their transition to independence. A key focus of the role is to develop new community partnership opportunities and leverage existing local partnerships, with government organisations, businesses, community services, sporting clubs, philanthropic organisations and education providers.

Position Objectives

1.	Identify and link community members, groups, associations and businesses with the strengths, passions and goals of young people (e.g. sports, arts, education, employment, volunteering).
2.	Support and build the capability of key stakeholders in the care system to link young people with community resources and opportunities, that assist young people to realise their strengths and achieve their goals
3.	Improving a young person's social capital by creating informal connections and opportunities outside of the service system.
4.	Foster a sense of community ownership around issues confronting care leavers and promote a shift in the way community values young people leaving care, from service recipients to valuable members of the community.

Key responsibilities

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

1.	Provide secondary consultation to Better Futures Workers, lending expertise to community connection options and resources available to young people with a care experience transitioning to independence.
2.	Build awareness of the Better Futures program by collaborating professionally with relevant agencies, community members, groups, associations and businesses to optimise outcomes for young people with a care experience
3.	Leverage existing local networks and resources, and broker new relationships within the community (government, community, business, philanthropic) to create diverse and sustainable pathways and opportunities for young people leaving care.
4.	Champion an approach that promotes and celebrates young people as assets across our local community.
5.	Identify and support opportunities to connect young people to community mentors.
6.	Ensure program reports and data to internal and external stakeholders are completed as required and as requested.
7.	Participate in regular supervision, partake in individual performance and development plan and contribute to a team environment that promotes and supports the ongoing development of the Better Futures program.
8.	Additional responsibilities or duties may arise from time to time through negotiation with the Team Leader and/or Program Manager.

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).

	1. A relevant tertiary qualification in Social Work, Community Development, related behavioural sciences and/or Business/Marketing at degree level with substantial experience; or associate diploma level with substantial experience in the relevant service stream, or less formal qualifications with specialised skills sufficient to perform at this level.
	2. Demonstrated understanding and experience of the issues related to young people with a care experience and factors that may have impacted them and their families. Demonstrated success in building effective relationships with young people.
	3. Strong written and verbal communication skills and experience and confidence in presenting to a wide variety of stakeholders.
	4. Demonstrated success in building and managing relationships, including harnessing community effort to create positive change. This may require a willingness and ability to attend occasional out of business hours activities.
	5. Well-developed organisational skills and the ability to manage competing workplace demands.
	6. Experience in providing secondary consultation and working collaboratively with others.

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. Maintaining a current Drivers licence is an inherent requirement of this role.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name:

Signature:

Date:
