

YOUTH WORKER – AFTER HOURS YOUTH JUSTICE COMMUNITY SUPPORT SERVICE POSITION DESCRIPTION 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 Worker – After Hours
Program	Youth Justice Community Support Service (YJCSS)
Classification	SCHADS Award Level 5 (Youth Worker Class 4) (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	34.2 (four weekday afternoon/evening shifts & Saturday).
Duration	Ongoing
Fixed term end date	N/A
Location	Bendigo and surrounding region
Reporting Relationship	This position reports directly to the Team Leader, Youth Services
Effective date	January 2022

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.

This position sits within the Youth Justice Community Support Service (YJCSS).

YJCSS is an integrated approach to the provision of intensive support and services to Youth Justice clients, to compliment the statutory case management undertaken by Youth Justice.

YJCSS provides the following services:

- Intensive case work support, to assist young people to lead a non-offending lifestyle by connecting to family, education, training, employment and community.
- Integrated access and supported referrals to a wide range of services including, drug and alcohol, mental health, health services, housing supports, education, training, culturally and linguistically diverse and Aboriginal specific services.
- Transitional Housing Support; The Transitional Housing Management (THM) Youth Justice Housing Pathway, provides housing properties and outreach housing support to eligible Youth Justice clients
- Afterhours assertive outreach and engagement supports to reduce the likelihood of further offending

Please note that on Friday 7 October the Victorian Government's Chief Health Office issued COVID-19 Mandatory Vaccination (Workers) Directions As an Employer AV is required to comply with the terms of these Directions

AV employees are required to be fully vaccinated (first and second vaccination) by 26 November 2021 to work outside of their ordinary place of residence or have a medical exemption.

Please be aware that in order to perform this role you will be required to adhere to the Directions issued by the Chief Health Officer and provide evidence of your vaccination status in order to perform the inherent requirements of this role.

Position Objectives

1.	Work with vulnerable high risk young people and/or their families to ensure safety and stability in the community.
2.	Provide a creative service response to young people, which may include the use of different case management techniques, crisis intervention and linkages to community supports, to reduce the risk of further offending.
3.	Provide support to young people that assists them to identify and resolve behaviours and /or issues that are placing them at risk of further offending.
4.	Provide assertive and intensive outreach support to ensure young people have access to structured and pro-social activities, particularly in the evenings, on weekends and during school holidays.
5.	Provide support to eligible young people to secure transitional housing and assist them in identifying other housing pathways or options.

Key responsibilities

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

1.	Actively engage young people in a strengths-focused, culturally sensitive way.
2.	Intensive case work support (including outside normal business hours), to assist young people to lead a non-offending lifestyle by connecting to family, education, training, employment, housing and community.
3.	Ensure work is planned, managed and reviewed, and is consistent with relevant legislative, policy and service standards, frameworks and guidelines, and is in line with Anglicare Victoria's philosophies and values.

4.	To work collaboratively with Youth Justice and the young person to develop goal plans, and provide appropriate interventions and support to reach identified outcomes.
5.	Research, identify and support young people to engage in appropriate pro-social activities and assertive outreach to minimise the risk of reoffending.
6.	Ensure program reports and data to internal and external stakeholders are completed as required and as requested, including maintaining accurate records and statistical information.
7.	Engage and collaborate with care-teams, as well as other relevant stakeholders and agencies
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, Psychology and/or related behavioural sciences at degree level with substantial experience; or associate diploma level with substantial experience in the relevant service stream
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 Role Specific	2. Resilience to work with and support clients who have been exposed to trauma.
	3. Demonstrated understanding of the youth justice, child protection and child and family service systems, including legislative and policy framework.
	4. Demonstrated experience in the provision of casework practice to vulnerable and high risk young people.
	5. Demonstrated experience working autonomously, pro-actively and effective decision making skills
	6. Demonstrated experience working collaboratively with others with respect to conducting risk assessment
	7. Ability to effectively build and maintain relationships and work with a diverse range of stakeholders.

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.
- The position has been classified under the SCHADS terms and conditions, if you are a current EBA employee you will be engaged in line with the St Luke's Collective Agreement 2008.
- 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:
