

## YOUTH AND COMMUNITY SERVICES

### SENIOR PRACTITIONER, YOUTH JUSTICE COMMUNITY SUPPORT / YOUTH SUPPORT SERVICE

## POSITION DESCRIPTION

## BENDIGO 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

<b>Position</b>	Senior Practitioner
<b>Program</b>	Youth Justice Community Support Service (YJCSS) / Youth Support Service (YSS)
<b>Classification</b>	SCHADS Award Level 6 (Social Worker Class 3)
<b>Hours</b>	Full Time
<b>Hours per week</b>	38
<b>Duration</b>	Fixed Term
<b>Location</b>	Bendigo and surrounding region
<b>Reporting Relationship</b>	This position reports directly to the Team Leader, Youth Services
<b>Effective date</b>	February 2020

## Overview of program

Anglicare Victoria delivers Youth Justice Community Support Service (YJCSS) and Youth Support Service (YSS) to the Bendigo and surrounding region.

There is a team leader that provides responsibility and oversight to a number of programs with Youth Services, including these two programs. These programs aim to:

- Provide intensive support for Youth Justice Clients, including after hours support;
- Provide early intervention and case management, aimed at diverting young people from the Youth Justice system

The Senior Practitioner role is a leadership role in the team, with key responsibility for modelling, demonstrating and sharing excellence in practice. The role will be required to provide mentoring and coaching to staff and support the team leader to manage performance and compliance. The role will also provide direct client service delivery, in particular to those with more complex needs.

## Position Objectives

1.	Provide expertise, guidance and leadership in managing quality including performance against relevant targets, meeting and complying with service delivery standards, and continuous quality improvement
2.	Support the management of teams, including mentoring and coaching of staff where required, and use professional expertise, to generate quality outcomes in line with the goals of the organisation
3.	Take responsibility for key program portfolios that are assigned, and provide authoritative advice, problem-resolution and practice support in relation to these portfolios, including understanding of information technology, tools and systems used by the program.
4.	Provide practice leadership to staff, high-quality consultancy to colleagues, and authoritative advice and support within the relevant area of expertise
5.	Represent Anglicare, the team and the program on committees and at relevant stakeholder forums and partnership meetings, with decision-making as delegated by the Program Manager, Team Leader or members of the Regional Management Team.

## Key responsibilities

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

1.	Demonstrating practice leadership in relation to case-planning, case-management, service delivery and/or person-centred support for children, youth, adults and families
2.	Provision of direct service delivery, in particular to clients with more complex needs.
3.	Role-modelling positive practice, and creating opportunities to guide, mentor and coach program staff
4.	Supporting the Team Leader to manage the team through writing and review of reports, correspondence, collection and collation of data and responding to requests from funders and other stakeholders
5.	Taking responsibility for key program portfolios, where required, to support the management and governance of the program
6.	Representing Anglicare Victoria and contributing to partnership with important stakeholders in government, community, and community services;
7.	Representing or acting as the delegate for the Team Leader.

## 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).

 <b>Role Specific</b>	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
	2. Demonstrated understanding of the youth justice, child protection and child and family service system, including legislative and policy framework.
	3. Demonstrated experience in the provision of casework practice to vulnerable and high risk adolescents and families.
	4. Well-developed skills and experience in delivering programs and services within required timeframes and performance and compliance requirements. This may require a willingness and ability to attend occasional out of business hours activities.
	5. Demonstrated experience in providing leadership and mentoring to staff supporting a complex and high risk program area.
	6. Demonstrated well developed communication and problem solving skills.

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|  | 7. Demonstrated experience in developing and leading a positive and engaged team environment. |
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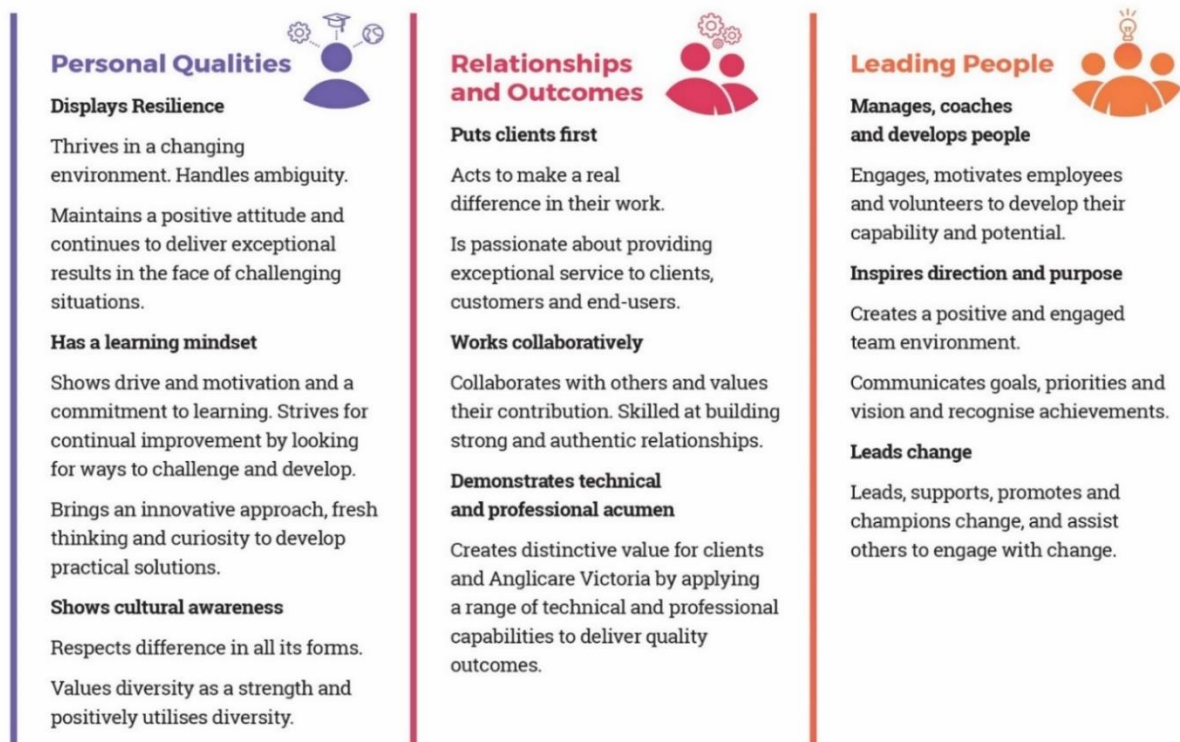
## Key Selection Criteria (continued)

### 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.





## 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:

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Signature:

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Date:

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