
Position Purpose

The Community Based Aboriginal Youth Justice program plays an integral role in providing Aboriginal and Torres Strait Islander young people with culturally specific support and in establishing links with the relevant local Aboriginal community and universal community support organisations. The program seeks to reduce the numbers of young Aboriginal people in the Latrobe Valley and wider Gippsland coming into contact with Police and the Youth Justice system as a result of criminal activities.

The target group consists of young Aboriginal and Torres Strait Islander young people aged 10 to 20 years who are subject to Children's Court Youth Justice orders or are who are likely to be placed on Youth Justice Orders.

The worker is an integral position in mentoring and role modelling positive behaviour to young people. The position is underpinned by the Aboriginal Youth Justice Program guidelines.

All aspects of work and conduct will be undertaken with a high regard for human dignity, in the most compassionate non-judgmental context, and with the aim of helping individuals make the most appropriate choices given their personal circumstances.

Organisational Context

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.

Anglicare Victoria is committed to ensuring diversity and inclusivity are embedded throughout our organisation for the benefit of our clients, volunteers and employees. Welcoming, supporting and celebrating diverse talents, knowledge, perspectives and experiences strengthens our workforce and our relationships with the communities we work with.

Our focus is to create a more just society which means eliminating discrimination in the services we deliver and the workplace we provide. We strive to be an inclusive, safe and responsive organisation which promotes diversity and actively supports inclusion for Aboriginal and Torres Strait Islander peoples, people from LGBTIQ+ communities, people with disabilities, people from diverse cultural and linguistic backgrounds, people of all ages, people with caring responsibilities and people with diverse religious beliefs or affiliations.

Being a diverse and inclusive organisation goes to the very heart of our work, and supports our strategic intent to transform the future of vulnerable children and their families.

Position specifications

Position	Community Based Aboriginal Youth Justice Worker
Reports to:	Team Leader of Community Services
Direct reports:	As applicable
Internal stakeholders:	Program Managers all internal staff and support staff.
External stakeholders:	DHHS and other Government bodies, Strategic networks and partners, External Auditors
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	Full time (38 hours per week)
Duration	Ongoing
Location	Morwell, with travel throughout Gippsland as required.

Key responsibilities

Operational activities

- Support and supervise Aboriginal & Torres Strait Islander young people on Youth Justice Orders and provide a high quality service.
- Support Aboriginal young people at risk of entering the Youth Justice system and develop programs and support services to divert them out of this system
- Develop and implement a range of programs and activities for Aboriginal young people including a scheduled combination of recreational, cultural, educational and other activities.
- Support clients in developing and implementing their own Aboriginal Cultural Support Plan and to regularly review them.
- Work alongside the clients existing support network - family and external care team, including Youth Justice case management.
- Provide advice and direction for other Anglicare programs and care teams to support the cultural needs of Aboriginal clients.
- To establish and maintain client files in line with standards, privacy principles and organisational procedures.

- To assist in the management of statistical data and data entry as required by the organisation and funding body.
- Maintain updated knowledge of and work within Anglicare Victoria policies and procedures.

Strategic partnering activities

- Establish and maintain effective positive relationships within Anglicare Victoria.
- Contribute proactively to operational and strategic projects, planning and initiatives.

Quality

- Foster and maintain a commitment to service provision that meets all legislation, Government and Anglicare Victoria policies, procedures as well as Funding and Service Agreements.
- Participate in the development and implementation of policies, systems and processes in collaboration with the broader People and Culture team enabling adherence to internal control requirements.

Resource management

- Ensure that service delivery is focused on the needs of the service users and that it occurs within the constraints of budget and Service Agreement parameters.
- Build and maintain effective relationships including liaison, negotiation and consultation with key stakeholders.
- Monitor service performance and outcomes through the collection and analysis of service data.
- Contribute to the preparation of cost centre budgets, maintain accountability for these budgets and implement corrective action as required.
- Respond to inquiries or complaints in relation to service delivery and escalate these to program and regional management as required.
- Meet compliance with agency and program specific policies, procedures and audit requirements

Your role in creating a safe workplace for all	Your role in creating an inclusive workplace for all
<ul style="list-style-type: none"> • Take reasonable care for your 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 that your 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 your Supervisor or Manager 	<ul style="list-style-type: none"> • Ensure an engaged, positive and professional workplace culture in line with the expectations and policies of Anglicare Victoria. • Ensure an inclusive environment for all to support the maturing of our workforce in respect to Diversity & Inclusion across all groups including LGBTIQ and Indigenous and Torres Strait Islanders. • Promote and role model positive behaviours and an open, inclusive and collaborative approach to working always behaving ethically and with integrity

<ul style="list-style-type: none"> Participate in relevant health and safety training based on roles and responsibilities 	
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Selection Criteria

Your training and qualifications	
<ul style="list-style-type: none"> Relevant qualifications in social work, youth work, community services or related discipline is highly desired. 	
Your experience and skills	Your approach
<ul style="list-style-type: none"> Experience in engaging with Aboriginal young people in an outreach capacity Demonstrated knowledge and understanding of the local Aboriginal community, young people in particular Sound written, analytical, problem solving and computer skills, and the ability to communicate appropriately in a range of contexts Understand issues contributing to young offenders & ability to develop programs which mitigate this High level administrative skills and attention to detail to accurately record client files 	<ul style="list-style-type: none"> Ability to engage internally and externally for the right outcomes for clients Ability to engage with Aboriginal young people and conduct outreach support Creates genuine connections with wide community services professionals and stakeholders. Ability to work autonomously. Open to and contributes positively to change. Proactive, responsive and driven.
What's non-negotiable for the role	
<ul style="list-style-type: none"> All Anglicare Victoria team members must provide evidence of their valid working rights through an Australian/New Zealand birth certificate or passport, Citizenship certificate or Permanent residency certificate or an International passport with evidence of a valid working visa, which is subject to a Visa Entitlement Verification Online (VEVO) check. All Anglicare Victoria team members' offers of employment are subject to a satisfactory Criminal History Check and possession of a current Working with Children Check prior to commencement. Positions that involve working from home require team members to have access to a suitable work space/home office and access to a reliable internet connection. 	