

## Position Description

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Program Name	Residential Services
Position	Residential Youth Worker
Award and Classification	SCHADS Level 3.2 (Youth Worker Qualified)

## Overview of the Program

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The Anglicare Victoria Residential Program provides accommodation and support for children/young people aged 12 – 17 years requiring placement within a Residential Care setting.

The program operates as part of an integrated service response aimed at addressing protective issues, Court dispositions covered by the Children and Young Person's Act, issues of family conflict, or family and/or personal and developmental crises.

Anglicare Victoria operate over 25 Residential Houses across 5 regions. The North, East, South, West and Bendigo. Each region has an established support structure, management and leadership team and after hours support is provided from a centralised team based in Collingwood.

## Cultural Safety in the Workplace

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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.

## Position Objectives

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The overall objective of the position is to provide support and a high quality of direct care to young people who reside in Residential Care, ensure their needs are met as outlined in their individual placement plans. To do so you will:

- Ensure you work collaboratively with the Residential team members and broader care team to ensure the young person experiences a consistent and considered care arrangement.
- Engage families where appropriate to ensure young people have the opportunity to reconnect, reunify and understand their family history.
- Be a role model and demonstrate positive attributes that allow young people to learn and feel safe which reduces their vulnerability, builds resilience and encourages aspirations for their future.
- Be an active participant in the Looking After Children framework and ensure your practice is in line with the Residential Care Pillars of Practice guidelines.
- Implement current practices in therapeutic interventions for adolescents in care with regard to trauma and attachment.

- Contribute to the development of a comprehensive education, living, social and recreational skills program, as per program guidelines.
- Maintain administrative and documentation requirements in accordance with Anglicare Victoria and program guidelines.
- Ensure the residential facility is clean and well maintained by undertaking general household tasks including shopping, cooking and cleaning.

## Required Qualifications

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Certificate IV in Child, Youth and Family Intervention (Residential and Out of Home Care).

Alternatively a relevant tertiary qualification which is recognized under the Residential Care Workforce Training Initiative, for example, a Certificate IV in Community Services or Youth Work, and a willingness to undertake top up training to meet the qualification requirements of the Certificate IV in Child, Youth and Family Intervention (Residential and Out of Home Care).

This can be supported by Anglicare Victoria for those who meet all other selection criteria and the Top Up units can be undertaken through free TAFE for those who are eligible.

## Screening and Certificates

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Safety screening is conducted by Anglicare Victoria for all preferred applicants. To be eligible for work as a Residential Youth Worker you must hold:

- Level 2 first aid certificate or willingness to undertake training
- Full Victorian Drivers Licence
- Willingness to undergo an Australian Criminal History Check
- Willingness to undergo an International Criminal History Check for those who have lived outside of Australia for longer than 12 months in the last 10 years
- DHHS Residential Care fire safety training or willingness to undertake online learning
- Current Employee Working With Children Check or willingness to undertake application

## Skills and Capability

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**To support your application, you can include a cover letter detailing why you feel you would be a successful Residential Youth Worker. You should address how you feel you have:**

- Relevant experience and competence in the Human Service field including working with young people of various ages.
- A knowledge and understanding of the LAC framework and other relevant Out Of Home Care legislation.
- Resilience and the ability to maintain a positive attitude to deliver results in challenging situations.
- A learning mindset and a commitment to improvement and professional development.
- A non-judgemental and respectful approach and ability to value diversity as a strength.
- The ability to put clients first and the passion to make a difference.
- A commitment to best practice and work towards the best possible outcomes.
- An ability to work collaboratively, value teamwork and build strong, authentic and supportive working relationships.
- A shared passion for the care of young people and strong values

## Occupational Health & Safety

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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.

## Conditions of Employment

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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 satisfactory screening including but not limited to, a Criminal History Check, a current Driver's License and an Employment Working with Children Check prior to commencement.

The responsibilities stated reflect the primary functions of the position and should not be viewed as an exhausted list of duties as these may change from time to time to reflect the needs of clients and the service but will remain at the same level of responsibility.

## Acceptance of Position Description Requirements

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To be signed upon appointment.

I have read and understand the position as detailed.

Name:

Signature:

Date: