

YOUTH AND FAMILY WORKER POSITION DESCRIPTION

RECONNECT PROGRAM – YOUTH SERVICES 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 and Family Worker
Program	Reconnect Program - Youth Services
Classification	SCHADS Award Level 5 (Social Worker Class 2) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Full Time
Hours per week	38
Duration	Fixed Term
Fixed term end date	24 March 2022
Location	Bendigo with outreach to Maryborough, Castlemaine and Heathcote
Reporting Relationship	This position reports directly to the Parenting Team Leader – Youth and Community Services.
Effective date	February 2021

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 Reconnect Program offers outreach, case management and group activities with early identification of young people who are risk of homelessness. The program has an early identification, prevention and capacity building approach. Some objectives of the program include; re-engagement of young people to education / employment, family reconciliation, fewer entries into homelessness and improved mental health and wellbeing.

Position Objectives

Using a team approach and drawing on practice skills and experienced, the Youth and family Worker will;

1.	Assist communities to identify risk factors or early signs of young people's homelessness, by establishing key stakeholders and effective partnerships.
2.	Prevent homelessness by working with young people to stabilise and improve their housing situation and improve their level of engagement with family, education, work training and their local community.
3.	Provide a creative service response to young people and their families which will include the use of mediation intervention, linkages to community which supports and strengthens the family relationship.
4.	Identify, plan, deliver and evaluate meaningful group work to clients and/or the community.
5.	Provide support to parents and young people that assists them to identify and resolve behaviours and /or issues that are placing their relationship at risk of breakdown.

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.	Undertake risk and need assessments with the young person and their families including identification of the underlying barriers that are contributing to family breakdown and develop goals to address these issues.
3.	Ensuring effective relationships with community stakeholders, in particular schools, to decrease the risk of young people becoming homeless and to optimise outcomes.
4.	Ensure program reports and data to internal and external stakeholders are completed as required and as requested, including maintaining accurate records and statistical information.
5.	Participate in supervision, participate with team work, attend regular team meetings and participate in individual performance and development plan.
6.	Facilitate group work for young people and/or their families where required.
7.	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).

 Role Specific	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, or less formal qualifications with specialised skills sufficient to perform at this level.
	2. Demonstrated resilience and understanding to work with and build rapid engagement to support clients who have been exposed to trauma, violence or neglect.
	3. Demonstrated experience in working with young people and their families, utilizing a youth focused, family centred approach including planning and facilitation of group work.
	4. Demonstrated experience in being able to provide a range of service interventions to young people and their families that include case management, mediation, advocacy, safety planning, linkages to other relevant services in the community by effectively building and maintaining relationships with key stakeholders.
	5. Well-developed written skills including case notes and report writing, using a range of electronic data systems.

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.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name:

Signature:

Date:
