

Youth Team Leader

October 2019

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 Team Leader
Program	Family Violence and Service Integration
Classification	SCHADS Award Level 7
Hours	Part Time (30.4 hours per week) This position requires flexibility in working hours to ensure the programs needs are met. The start and finish time of working hours may vary each week between 8:00am – 8:00pm.
Duration	Permanent Part time
Location	Southern Region
Reporting Relationship	Program Manager, Family Violence and Service Integration
Effective date	October 2019

Overview of program

The Youth Team Leader is a newly created role in the region which will coordinate and lead the day to day delivery of the Functional Family Therapy (FFT®) and Linking Youth and Families Together (LYFT) programs.

The Youth team will provide services to young people and their families, with a particular focus on young people with complex needs and risk taking behaviour. The Youth Team Leader will work with key stakeholders to ensure system and communication channels continue to develop to enhance quality outcomes and team functioning.

Functional Family Therapy is a short-term, evidence based intervention program with an average of 12 to 14 sessions over three to five months. FFT works primarily with young people aged 11 to 17 years and their families who are referred by Youth Justice, Child Protection and other Youth focused services. Our organisation will be delivering one team based in Frankston covering the Bayside Peninsula and Southern areas of Melbourne.

Linking Youth and Families Together (LYFT) is a program for young people aged between 12 – 21 years who are using alcohol and drugs in a problematic way. The program engages with both the young person and their family.

Position Objectives

1.	Provide leadership and supervision to Youth Team in the delivery of program requirements to maintain the quality of service support provided to young people and their families.
2.	Prioritise the safety and wellbeing of children and young people referred to the program.
3.	Be a key person in the implementation, ongoing management and development of the Youth team.
4.	Work closely with key stakeholders, within and outside of the Organisation, to strengthen service provision for at risk young people.
5.	Develop strong referral pathways and identify and overcome barriers to engagement/motivation in families who have been referred to the service.

Key responsibilities

The Team Leader of the community-based Perpetrator Intervention, A Better Way program will be instrumental in coordinating the day to day delivery of services to Aboriginal and non-Aboriginal fathers who use, or have used, violence against their families.

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

1.	Oversee the prioritisation and assessment, allocation and review of referrals into the Youth Team
2.	Deliver a culturally safe, family-focussed service to at risk young people and their families.
3.	Provide regular, quality supervision to the team members in the delivery of program requirements and capacity building for practitioners.
4.	Participate in the collection, analysis and review of data to identify trends and systemic issues which may impact upon effective service delivery and provide reports accordingly.
5.	Develop strong working relationships with all key stakeholders such as Youth Justice, Child Protection, the Orange Door, Drug and Alcohol, Health and Mental Health, Community and Family Services.
6.	Contribute to the Southern Regional Leadership team to create a positive work culture and ensure delivery of quality and integrated services across all programs.

What we look for - the 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:

- a) The **role specific** requirements. The five criteria are to be addressed individually (no more than 2 pages in total).
- b) 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).

Key Selection Criteria

a) Role specific requirements.

 <p>Role Specific</p>	<ol style="list-style-type: none"> 1. Tertiary qualifications, preferably in social work, youth work psychology or behavioural sciences, or equivalent. 2. Experience working with young people and their families with complex needs and risk issues in any of the following service areas: Youth Justice, Alcohol and Other Drugs, Child Protection, Family Violence, Mental Health and/or Family Services 3. Excellent knowledge of and experience in the application of relevant theoretical approaches that underpin casework practice to young people and families. 4. Demonstrated knowledge and experience of working in social services leadership roles providing expert case consultation and advice to complex cases, particularly around risk, safety and wellbeing assessments. 5. Strong team building skills. Extensive experience in the development of effective team work skills, works collaboratively and creatively to ensure a positive team culture.
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b) Anglicare Victoria Capability Framework

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.

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 2010. Salary packaging is offered with the position
- All offers of employment are subject to a satisfactory Criminal History Check and must provide a Working with Children Check prior to commencement.
- A current Victorian Driver's license is essential
- 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.