

## Position Description

---

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

## Overview of the Program

---

The Anglicare Victoria residential program provides accommodation and support for children/young people aged 12 – 17 years who cannot live at home for various reasons and therefore require placement within a Residential Care setting.

Anglicare Victoria, in conjunction with Mind Australia and Monash Health work collectively for the Keep Embracing Your Success (KEYS) program for young people aged 13 – 16 years who experience complex emotional and behavioural difficulties.

KEYS is a transitional model, with placement duration ranging from 6 – 18 months. KEYS takes a new approach to working with highly vulnerable young people, who receive a range of support, treatment and other therapeutic interventions and be actively assisted and supported to transition into a form of home-based care, or move directly to independent living.

## Position Summary

---

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, ensuring their needs are met as outlined in their individual placement plans. KEYS is underpinned by a number of Key Principals:

- A positive and aspirational culture
- A consistently applied theoretical framework
- Comprehensive assessment and planning
- Individualised holistic assessment and tailored therapeutic treatment and care plans.
- Connection to culture, family, community and land for Aboriginal young people
- Culturally informed practice
- Family inclusion
- Interdisciplinary collaboration
- A teaching and learning
- A physical environment
- Access to education and/or vocational training.
- Planned and supported transitions into and out of the service.

## Position Specific Responsibilities

---

- 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 young people 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, maintenance and cleaning.

## **Occupational Health & Safety Responsibilities**

---

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

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 and inductions based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies

## **Required Qualifications**

---

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, such as a Diploma in Youth Work, Community Services or similar 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.

## **Skills and Capability**

---

All Residential Youth Workers are expected to present with and maintain:

- A commitment to the principles and practice of quality care in residential settings for the most vulnerable and disadvantaged young people, and to promote autonomy and self-determination for clients.
- Relevant experience and competence in the Human Service field including working with young people across various ages.
- A knowledge and understanding of the LAC framework and other relevant Out Of Home Care legislation
- Capacity and commitment to work effectively with young people in a residential setting to achieve planned change.
- Ability and willingness to work effectively as part of a team, to meet program goals and objectives.
- 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 passion to make a difference.
- A commitment to best practice and work towards the best possible outcomes
- An ability to work collaboratively and build strong, authentic and supportive working relationships.

## **Employment Screening and Required Certificates**

---

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

## **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 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**

---

To be signed upon appointment.

I have read and understand the position as detailed.

Name:

Signature:

Date: