RESIDENTIAL YOUTH WORKER

POSITION DESCRIPTION

RESIDENTIAL SERVICES

NORTHERN 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	Residential Youth Worker
Program	Residential Services
Classification	SCHADS Award Level 3 (Youth Worker Class 2) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Various
Hours per week	Various
Duration	Ongoing
Fixed term end date	Not Applicable
Location	Northern Region
Reporting Relationship	This position reports directly to the House Coordinator
Effective date	September 2019

Overview of program

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.

Position Objectives

- 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.
- 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.

Key responsibilities

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

1.	Work as part of a team to deliver high quality care to young people in a residential facility.
2.	Work directly with young people in the program and where appropriate their families as per program guidelines.
3.	Undertake Looking After Children (LAC) requirements for clients and monitoring of relevant documentation of LAC.
4.	Implement current practices in therapeutic interventions for adolescents in care with regard to trauma and attachment.
5.	Contribute to the development of a comprehensive education, living, social and recreational skills program, as per program guidelines.
6.	Maintain administrative and documentation requirements in accordance with Anglicare Victoria and program guidelines.
7.	Ensure the residential facility is clean and well maintained by undertaking general household tasks including shopping, cooking, maintenance and cleaning.

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. 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 (see appendix 1), 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). 2. Current First Aid Certificate. 3. 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. 4. Relevant experience and competence in the Human Service field including working with young people across various ages. 5. Capacity and commitment to work effectively with young people in a residential setting to achieve planned change. 6. Ability and willingness to work effectively as part of a team, to meet program goals and objectives.

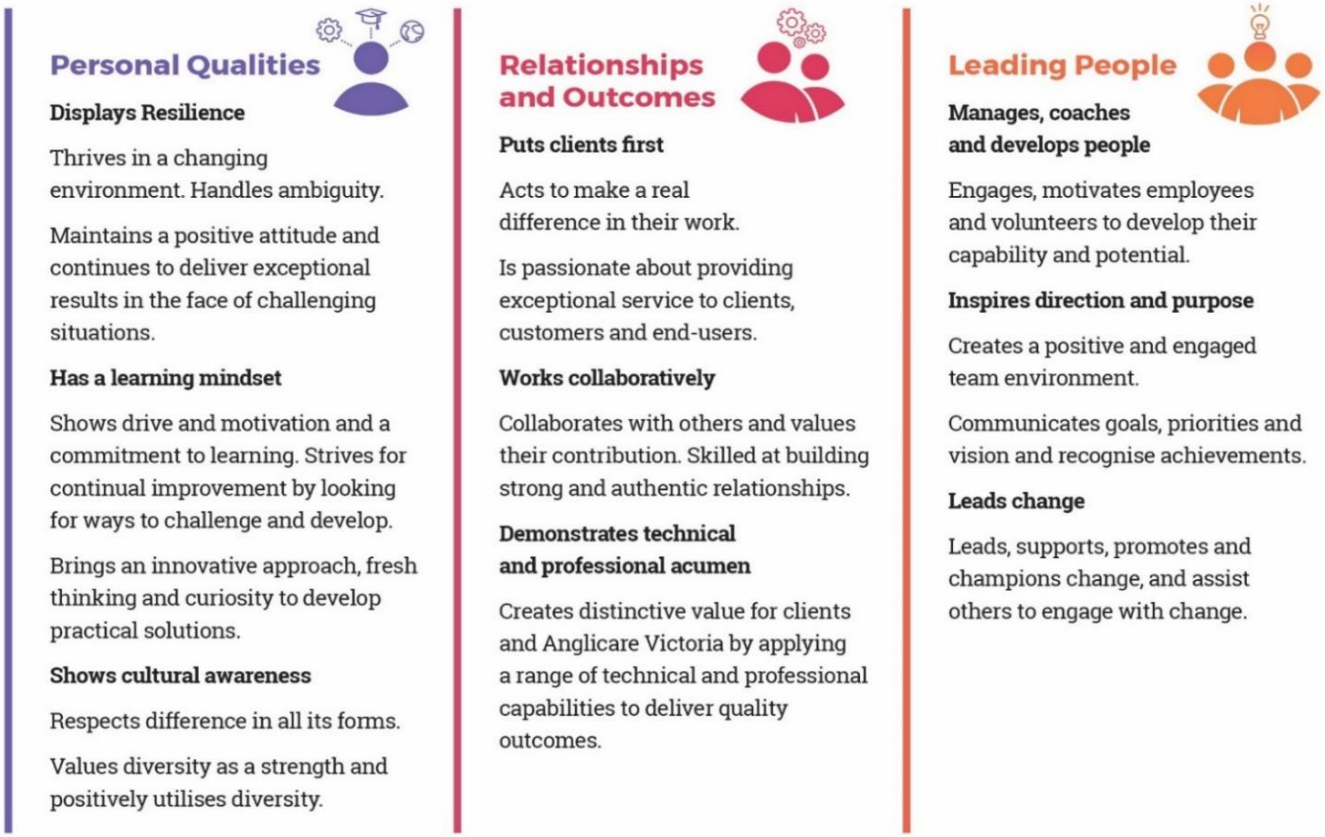
Key Selection Criteria (continued)

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 two nominated capability groups; **Personal Qualities** and **Relationship and Outcomes** (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.



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.
- A current Victorian Driver's license is essential.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name: _____

Signature: _____

Date: _____

Appendix 1:

Qualifications recognised under the Residential Care Workforce Training Initiative

Category	Qualification	Training required
Preferred qualification	Certificate IV in *Child, Youth and Family Intervention (Residential and out of home care)*	Meets minimum requirement; no further training needed
Relevant qualifications	• A University-level qualification in the following fields of study: – Community Services – Youth Work – Social Work – Alcohol and Other Drugs – Community Development – Disability – Youth Justice – Mental Health – Behavioural Sciences (inc. Psychology and Psychiatry) – Education – Human Services – Nursing & Midwifery – Allied Health • Diploma in *Community Services* • Diploma in *Youth Work* • Diploma in *Mental Health* • Diploma in *Alcohol and Other Drugs* • Diploma in *Secure Services* • Diploma in *Child, Youth and Family Intervention* • Certificate IV in *Child, Youth and Family Intervention* • Certificate IV in *Disability* • Certificate IV in *Mental Health* • Certificate IV in *Youth Work* • Certificate IV in *Alcohol and Other Drugs* • Certificate IV in *Youth Justice* • Certificate IV in *Community Services*	Requires top-up training to meet minimum qualification
Related qualifications	• Certificate IV in *Community Development* • Diploma in *Community Development* • Diploma in *Youth Justice*	**Transition period** *to 31 Dec 2017* Requires top-up training to meet minimum qualification **Post-implementation** *from 1 Jan 2018* Obtain either the Certificate IV in *Child, Youth and Family Intervention (Residential and out of home care)* or other relevant qualification with top-up training