

MENTAL HEALTH COMMUNITY INCLUSION WORKER

HOMELESSNESS 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	Mental Health Community Inclusion Worker
Program	Mental Health Pathways – Homelessness Team
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	Part Time
Hours per week	22.8
Duration	Fixed Term
Fixed term end date	12 months
Location	Bendigo
Reporting Relationship	This position reports directly to the Team Leader of Homelessness Services
Effective date	September 2021

Overview of program

The Mental Health Pathways program supports individuals, between the ages of 16-65 years, who have a diagnosed mental illness and are homeless or at risk of homelessness. The program accepts referrals directly from Bendigo Health Psychiatric Services wards to address and minimise the impact of homelessness on patients.

The Mental Health Community Inclusion Worker role would see you actively engaging with individuals who are currently housed through the program to identify, strengthen and develop their community and social inclusion, address and minimise factors that have led to episodes of homelessness and work alongside clinical and care teams to ensure that their housing circumstances are effectively managed and maintained.

The role would see you working closely alongside our Specialist Mental Health homelessness worker and our broader homelessness team and you would report directly to the Team Leader of the Homelessness Team.

Position Objectives

1.	Engage and work closely with the Specialist Mental Health homelessness worker, care teams and relevant community agencies to ensure that individuals are able to effectively manage their tenancies.
2.	Identifying and providing effective intervention strategies to ensure that housed individuals are engaged and included in social, community and therapeutic supports.
3.	Work alongside an individual's care teams and support services to provide a key role in addressing and minimising factors that have led to homelessness.

Key responsibilities

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


1.	Provide flexible and responsive individualised support to people who experience mental illness whilst managing their housing tenancy. Information and support may also be extended to families and carers as appropriate.
2.	Provide ongoing support and assistance for housing clients to participate in and maintain their involvement within a sustainable community support network.
3.	Actively engage with the Specialist Mental Health homelessness worker, care teams and relevant community agencies to ensure that individuals are able to effectively manage their tenancies.
4.	Promote and facilitate client, carer and family involvement in the delivery and evaluation of the housing support provision.
5.	To work collaboratively with the client to develop case plans, goals, reviews, referrals and support closure in line with the client's goals and housing plan.
6.	Ensuring the timely collection of data to internal and external stakeholders is completed in relation to the appropriate activities for reporting purposes.
7.	Responsibility of ensuring quality management of client folders in line with service standards.

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. Resilience to work with and support clients who have been exposed to trauma and have a diagnosed mental illness and multiple and complex needs.
	3. Well-developed communication skills, including written communication and computer literacy, and the capacity to fulfil reporting requirements of the program.
	4. The ability to develop and sustain partnerships and relationships with clients, families, and professionals in other organisations, with a range of age, gender and cultural groups.
	5. Demonstrated knowledge and understanding of the issues related to homelessness, mental health and factors that can impact on clients and their families.

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 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.

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:
