

## Position Description

<b>Position Title</b>	Learning and Engagement Practitioner
<b>Directorate / Service / Program</b>	Client Services / Youth Services / The Geelong Project
<b>Reports to</b>	Team Leader- The Geelong Project
<b>Location</b>	Geelong
<b>Classification</b>	Social, Community, Home Care and Disability Services Industry Award Level 5
<b>Date Revised</b>	March 2024

### ABOUT US

Barwon Child, Youth & Family and Bethany Group have merged. We are now Meli, inspired by the word Meliorism. The belief that the world can be made better through human effort.

Meli is a Victorian not-for-profit organisation, offering a unique combination of services to support members of our community throughout their lifetime, from early childhood through to adolescence and adulthood.

Everyone faces challenges occasionally, and Meli is here to lend compassionate help, and to take a preventative and early response approach – no matter how big or small a problem.

**Our Purpose:** Supporting people, strengthening communities.

**Our Vision:** A fair, safe and inclusive community where everyone can thrive.

**Our Values:** Build Connection, Show Courage, Inspire Action, Celebrate Difference, Be Dynamic.

**To learn more about Meli please visit [meli.org.au](http://meli.org.au).**

### POSITION OVERVIEW

The Learning and Engagement Practitioner will work closely with the Learning & Engagement Portfolio. They will work with young people in the Barwon region who are disengaged or disconnecting from school and mainstream education.

This position is built on the premise that while we can re-engage young people into learning and/or respond to the most significant presenting issues, the process then opens an opportunity for change is high quality therapeutic responses to both young people and their families.

The role works to address issues identified in the family such as conflict and complex dynamics whilst supporting the development of aspirations, make pro-social connections and engage in pathways that will lead to productive, healthy, and fulfilling lives. The Learning and Engagement Practitioner will also be co-located in schools and provide assertive outreach to students and their families.

### KEY ACCOUNTABILITIES

**Duties of this position may include, but are not limited to the following:**

- Connecting and supporting student and family participation into complementary programs
- Provide a range of brief interventions (such as case management, single session therapy, mediation etc.) to divert young people and families from crisis services.
- Working collaboratively with school staff, engage with young people and their families through assertive outreach, school co-location and innovative responses.
- Undertake assertive outreach in the community and client homes.
- Facilitate group activities with students and families in conjunction with other team members from the Learning & Engagement Portfolio

- Focus on the young person's safety, stability, health, development and learning within the family dynamics.
- Provide a range of tailored interventions to the targeted cohort in line with the Best Interest Framework.
- Keep up to date with case noting records and contribute to data collection.
- Assist with the administration of brokerage including assessments for assistance.
- Active involvement in professional development to build theoretical knowledge and practice capabilities.

#### **Organisational Accountabilities:**

- Other reasonable duties as directed.
- Apply Meli's quality and risk management frameworks.
- Understand and comply with the standards of a child safe organisation.
- Active involvement in professional development to build knowledge and skills.
- Make decisions following Meli values, relevant standards, practices, policies, procedures, regulations, industrial instruments and legislation.

### **QUALIFICATIONS, SKILLS AND EXPERIENCE**

- Qualification or equivalent in Youth, Social Work or Community Welfare (Diploma+) and experience in client services functions.
- Minimum 2 years' experience in delivering risk and needs assessments, case management, client advocacy, and therapeutic interventions in line with Best Interests Framework for case practice.
- Ability to form a sound ecological perspective of client circumstances, with minimal information to rapidly determine required support using the appropriate tools.
- Demonstrated knowledge of the factors that can impact on a parent's ability to care for young people and knowledge of the service system and resources available that can support parents and young people.

### **OTHER REQUIREMENTS OF THE ROLE**

All employees must undergo and maintain a range of satisfactory checks as a condition of employment. These include:

- Working with Children Check
- National Police Check
- International Police Check (if required)
- Have the right to work in Australia

### **KEY STAKEHOLDERS**

- Meli employees
- Partner schools
- Other community organisations
- Percy Baxter trust

### **PHYSICAL REQUIREMENTS & ENVIRONMENTAL CONDITIONS OF THE ROLE**

Meli is committed to creating inclusive spaces that are accessible for everyone by reducing and/or removing barriers through reasonable adjustments.

The following table shows the physical and psychological work environment characteristics that have been identified as part of this role. Where possible, Meli will make reasonable adjustments to support individuals to succeed in their roles.

REQUIRED ACTIVITIES / WORKING ENVIRONMENT	FREQUENCY
<b>Computer based tasks, sedentary position, office based</b>	Often
<b>Repetitive manual tasks</b>	Rarely
<b>Working in buildings which may have stairs</b> <i>(Reasonable adjustments can be made)</i>	Often
<b>Driving, in &amp; out of vehicles</b> <i>(If driving is required, must hold current Victorian Driver Licence)</i>	Often
<b>Bending, lifting, pushing, pulling</b>	Rarely
<b>Working alone or at a co-located site</b>	Often
<b>Confrontational/confronting situations</b> <i>(Due to the nature of our work, there may be times when staff are exposed to behaviour, language and/or situations that can be confronting)</i>	Sometimes
<b>Working outside in differing weather conditions</b>	Rarely
<b>Working on-call and/or after hours</b>	Rarely
<b>Attending external locations including client homes</b>	Often

## INCLUSION STATEMENT

Meli is committed to being a place where everyone has a sense of belonging.

We embrace the unique perspectives and experience of our people and our community, and their voice is at the heart of our values and decision making.

We aim to be courageous as we learn, grow, and evolve as an accessible, inclusive and safe organisation for people of all identities.

We are working to create a team of people who reflect the diverse community we support. Aboriginal and Torres Strait Islander, LGBTQIA+, culturally diverse people, those living with a disability, and those looking to return to the workforce following a break in their career, are encouraged to apply for our roles.

## CHILD SAFETY STATEMENT

Meli is committed to child safety in every aspect of the organisation. We take deliberate steps to protect children from physical, sexual, emotional, and psychological abuse and neglect. Our organisation fosters openness to create a culture in which everyone – staff, parents, carers, and children – feel confident, enabled, and supported to safely disclose child safety or wellbeing concerns.

We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities. We are committed to the cultural safety of all children and young people. This includes providing a safe environment for children and young people with a disability, who are Aboriginal and Torres Strait Islander, from culturally and/or linguistically diverse backgrounds or who identify as LGBTI+.

Meli's policies and practices promote the safety and wellbeing of children and establish an effective, consistent approach to prevent, respond to and encourage the reporting of allegations of child abuse and harm.

All children, their families and carers should feel welcome at Meli, including feeling able to express their identity and raise concerns about their own or others' safety.

## EMPLOYEE DECLARATION

I have read and understood this Position Description and in signing this document agree that I can fulfill all the requirements of the position described in this document. Additionally, I agree to notify management immediately of any change in my capacity to meet any of the requirements outlined in this Position Description.

<b>Name:</b>	<b>Signature:</b>	<b>Date:</b>
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**Note:** The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.