

drummond street services

Youth Services Position Description

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| Position Title: | Senior Youth Development Practitioner | Position Grade: | |
| Department/Division: | Youth Services & Community | | |
| Reporting to: | Manager, Youth Services & Community | | |
| Position summary/purpose: | The drum supports young people to connect, participate, engage and realise their potential as healthy, resilient, respected, fulfilled and active citizens. The Senior Youth Development Practitioner's is crucial to our team, leading our youth peer leader (YPL) programs in Carlton, Collingwood & Richmond. The YPL program ensures that young people's voices are heard, valued and inform the drum's work. It reflects our commitment to sharing of skills and organisational resources to build young people's capacities, self-efficacy and empowerment, using community development approaches (social justice, equality and mutual respect) and co-design processes. The Senior Practitioner leads the recruitment, training, support and supervision and guidance of our paid young employees who are from diverse backgrounds. The YPL program ensures youth participation and development practices underpins all our work, including design, delivery and evaluation. | | |
| Key Responsibilities | | | |
| Community Development & Youth Participation <ul style="list-style-type: none">Support practices of the team that assertively engage smaller and emerging populations with specific needs, including those considered socially marginalised or resource poor to lessen the impact of social exclusionLead and delivery best practice in youth programming across the public health spectrum, including health promotion and prevention, early intervention, as well as tertiary services and programs and activities that support recovery and connection. | | | |
| Program Design and Delivery <ul style="list-style-type: none">Lead and contribute to the Youth and Community team being active in their contribution to the design, development, delivery and evaluation of high quality, intentional and evidence based/informed programming for young people and their familiesIdentify needs of young people via consultation and research to inform program planning to develop and implement activities promoting current and future health and wellbeingProvide psycho-social and skills-based educational seminars and group work for young people, including those experiencing issues including mental health, substance abuse, family violence, housing or financial issues, employment, school engagement etc., as well as for those who are significant in their livesOperational leadership for the Youth and Community team, building collegial support to this team and the Manager of the Youth and Community team | | | |
| Networking and Partnerships <ul style="list-style-type: none">Initiate, engage and build network with a range of external health, social services and educational providers for the purpose of making appropriate client referrals or conjoint work where required, and to market and promote agency programs.Work collaboratively with other services to identify and address services gaps and client needs and promote this across the youth and community team | | | |
| Leadership in service delivery <ul style="list-style-type: none">Supporting the Youth and Communities team by coordinating the development of new systems, policies and procedures that comply with government funding requirements and relevant legislations including reporting and compliance with contractual obligations and revision of existing systems, policies and procedures | | | |

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| <ul style="list-style-type: none"> Supporting the Youth and Communities team to adhere to requisite organisational procedures and standards Working as part of the wider Youth & Communities team displaying effective leadership and coordination by the organisation of resources to deliver and/or support whole-of-service events and supporting events run by other dss programs. Supervise casual staff Coordinate the guidance, and resourcing of trainees, students and volunteers Proactively build therapeutic relationships with young people through engagement activities with the intention of identifying 'vulnerable' and 'at risk' young people and to build pathways into support by increasing their confidence and willingness to access services, including case management. Developing and implementing individual case plans based on sensitive assessment, in collaboration with the client, consistent with ds' whole-of-family approach. Active, intentional work within risk and protective framework to support young people's goals and aspirations. | | |
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| Research and Evaluation <ul style="list-style-type: none"> Take leadership in supporting the youth and community team to design and implement research and evaluation activities including assisting young people to participate such activities. Assist with data collection, recording and analysis and report writing as required. | | |
| Key Competencies/Skills | | Experience Profile (incl Qualifications) |
| Competency | Technical/Functional | |
| <ul style="list-style-type: none"> Organisational & Quality Focus Creative, flexible and solution focused Self-awareness, professionalism and social justice values Leadership & team work Communication Professionalism Governance and compliance | <ul style="list-style-type: none"> Strong communication skills including report writing, promotions. Community & inter-agency relationships skills Program/Activity management, design & delivery skills Culturally awareness competencies Information technology skills including social media and other digital platforms | <ul style="list-style-type: none"> Youth Work, Social Work, Community Development or relevant qualification At least 2 years' experience in successfully implementing youth participation or co-design activities/programs At least two years demonstrated experience in project management At least four years demonstrated experience in the delivery of programs or support services for young people of marginalised groups Demonstrated leadership in ensuring services are culturally inclusive/ affirmative for young people, families and communities that ds assertively engages Youth-focused, family-aware and inclusive practice Demonstrated high level written, oral and interpersonal communication skills A demonstrated ability to work affirmatively and inclusively with LGBTIQ, refugee and CaLD young people |
| Position Dimensions | | Decision Making Authority |
| 1 EFT | | Leadership of youth peer leaders program, employees Program management Leadership of youth development across team. |