

POSITION DESCRIPTION

POSITION TITLE:	Warra-Warra Kanyi (WWK) Counsellor	DATE:	May 2016
LEVEL:	Coordinator Social, Community, Home Care and Disability Services Industry Award 2010 – Level 4	SALARY:	Award rate with relevant penalties
REPORTS TO:	WYDAC Management WYDAC Board	DEPT:	WWK
APPROVED BY:	WYDAC Board	SUPERVISES:	WWK Staff

PART A: ABOUT WYDAC

1. BACKGROUND

Warlpiri Youth Development Aboriginal Corporation (WYDAC), formerly Mt Theo Program, was started by Yuendumu Community in 1993 to address chronic petrol sniffing in Yuendumu. WYDAC achieved unprecedented community success in this initial struggle, which led to considerable growth in the scope of the services provided. WYDAC now provides a comprehensive range of programs that deliver diversion, development, treatment, and leadership services throughout the Warlpiri region.

WYDAC was created by, and for, Warlpiri people, and is governed by a Warlpiri Committee. WYDAC head office is located in Yuendumu Community, and WYDAC has permanent staffing and operations at five different Warlpiri sites – Yuendumu, Willowra, Nyirrpi, Lajamanu remote communities and Mt Theo Outstation. The notable, and sustainable, success of the program has been firmly based on the support and strength of local Warlpiri youth and their communities, as well as the ongoing commitment of staff.

The program aims to promote positive and meaningful pathways for all young Warlpiri people and, in turn, their families and communities. This is done through an extensive range of complementary, community-based programs, which are summarised briefly below

1. *Youth Development & Leadership Programs*
 - a. Yuendumu Jaru Pirrjirdi including Yuendumu Pool
 - b. Willowra
 - c. Nyirrpi
 - d. Lajamanu
2. *Client Services*
 - a. Mt Theo Outstation
 - b. Yuendumu Warra Warra Kanyi Counselling
 - c. Outreach Counselling Services
3. *Program Infrastructure Support*
 - a. Mechanical Training Workshop
 - b. Infrastructure Support and Training
4. *Management & Administration*

2. VALUES

We believe that health does not just mean the physical wellbeing of the individual but refers

to the social, emotional, cultural and spiritual wellbeing of the community. We strive to support young Warlpiri people from all over the region to achieve their full potential as human beings, to build strong futures for themselves, their families and their communities.

3. GUIDING PRINCIPLES

Warlpiri patu kurlangu	Warlpiri Leadership & Ownership
Kurdu-kurdu jungarni yaninjaku	Positive and meaningful pathways for young people
Mardarni-njaku kurdu-kurdu jintangka	Support for Warlpiri youth to deal with hard times
Nguru-ngka taarnga-juku warrki-jarrinjaku manu nyiya-kanti-kanti mampu-ngku mardarni-njaku	Sustainable resources and infrastructure on country
Jinta-ngka karlipa warrki-jarrimi manu kalipa nyanu purda-nyanyi	Unique and responsible working relationships
Yapa manu kardiya jinta-marri-marri-warrki jarrimi	Yapa and kardiya working together

PART B: POSITION SPECIFICATION

1. PURPOSE OF THE POSITION

- The primary purpose of our corporation is to develop strong young community leaders. The corporation aims to:
- Provide youth diversionary activities
- Provide rehabilitation for young people suffering from substance misuse Provide education, counselling and care for young people at risk
- Provide young people with positive alternatives to prison or juvenile detention
- Provide training and jobs so young people can stay in the community
- Provide positive life pathways into jobs and leadership through training development activities
- Share knowledge and skills with other Aboriginal nations
- Operate and maintain a Gift Fund to be known as "The Warlpiri Youth Development Aboriginal Corporation Gift Fund" in accordance with the requirements of the Australian Taxation Office".

2. Program Logic

In the Warlpiri language, WARRA-WARRA KANYI translates to mean 'caring for people'. It describes the kind of care that is appropriate for young Warlpiri adults; that is, watching over them quietly, 'worrying' for them, supporting them, and being there to help them when they encounter difficulty. It describes the kind of respectful, supportive care young people give each other through the mentoring process, as well as the approach taken by community elders, family members and staff members within this project.

Warra Warra Kanyi has been developed and embedded into WYDAC services and in Yuendumu over the past 15 years. The model that is utilized is one which recognizes the importance of both Yapa and Kardiya expertise in order to care for young people and their families in the most effective, professional and ethical fashion.

Warra Warra Kanyi is a counseling and case management service, that operates within a trauma informed, community development framework. There is also critically, a crisis response element to this service.

The WWK staff, and most especially the WWK mentors, are continually liaising with and participating in the community. This greater connectivity in communication allows for more appropriate and immediate counselling, mentoring and crisis responses which in turn ensures progressively; greater levels of prediction, prevention, containment or care. There are a number of critical elements that are known by staff and mentors of the WWK team that enable its interventions and casework to produce more effective and sustainable client results. There is, of course, a high degree of interaction and dependence between all of these elements:

1. Community Development Context
2. Community Ownership And Partnership
3. Peer Mentors
4. Relationships
5. Warlpiri Expressionism
6. Exit and Movement
7. Local Context and Calendar

These elements will be detailed more through the induction process and will become clear through experience working in the Warlpiri context.

The WWK Yuendumu counselor/case manager is responsible for the day to day operations of this service working closely with the WWK Team Leader to ensure that practice remains within this framework.

3. REPORTING RELATIONSHIPS

The WWK Yuendumu Counsellor reports to the WWK Team Leader, Management and the WYDAC board.

Other key relationships that the WWK – Yuendumu counselor/case manager needs to actively foster and develop in order to be functioning effectively are:

- WWK Mentors
- Cultural advisors
- Outstation Coordinator
- WWK, Willowra and Nyirrpri Counsellor/casemanager
- Yuendumu Jaru Pirrjirdi team
- Jintangka Mardininjaku worker

3. DUTIES AND RESPONSIBILITIES

PRIMARY DUTIES

The following areas are critical to the role and constitute the primary duties required to be successful in fulfilling the duties associated with this position.

1. Counseling and case management

- Ensure that case management/counseling/social work practice is culturally appropriate to the Warlpiri context and in line with the strategic direction of the Board and WYDAC values
- Ensure that referral processes are undertaken and documented appropriately.
- Ensure that exit from the service is assessed and documented appropriately
- Ensure that case management plans are developed and reviewed in close collaboration with WWK coordinator
- Ensure that risk assessments are completed in a timely and effective manner
- Provide on call services 3 times a week and one – two weekends/month
- Provide court support to young people attending bush court in Yuendumu – these young may not be direct clients of WWK, however will require support and advocacy on court sitting days.
- Ensure that crisis or critical events are responded to appropriately and in line with any relevant legislation and internal WYDAC policy
- Ensure that high levels of communication are maintained within the Client services team and with the Youth Development team and/or Management as required.

2. Mentors

- Ensure that mentors are being well supported, developed and engaged with the program.
- Liaise with youth development team and WWK coordinator to be identifying up and coming mentors
- Closely collaborate with WWK coordinator to support individual mentors and their learning needs



- Build strong relationships with all camps in Yuendumu so as to promote mentor participation across the community.
- Attend external meetings as directed by Management and WWK Coordinator
- Ensure that any public representation of WYDAC is done so in a professional manner, in line with WYDAC values and policies.
- Ensure that social work/counseling/case management practice is operating within National and NT legislation, particularly as it relates to mandatory reporting requirements

3. Admin/QC

- Ensure that the client database is kept up to date, case notes to be entered within 48 hours of client contact.
- Provision of internal reports as required to WWK coordinator and/or management
- Ensure that QC tasks are managed and completed in allocated timeframe and facilitate ongoing adherence to quality management principles across WYDAC
- Ensure that all infrastructure provided to do the role is well tended to (lap top, phone etc)
- Oversee, manage and care all WWK assets and infrastructure
- Attend monthly team meetings
- Attend fortnightly operations meetings with WWK coordinator
- Engage with external supervision for clinical practice

5. External relationships

- a. Develop and maintain a professional and effective working relationship with the following (not exclusive) external bodies

Yuendumu Police

Territory Families

Yuendumu safe house team

Families as First Carers team

Remote mental health team

Yuendumu clinic

PART C: PERSON SPECIFICATIONS

1. QUALIFICATIONS AND KNOWLEDGE

ESSENTIAL CRITERIA

- Tertiary qualifications in Psychology, Counselling, Social Work or any other relevant discipline.
- Experience working with young people who have high and complex needs.
- Experience responding to client crises
- Demonstrated experience in case management and maintenance of client notes.
- Excellent communication and negotiation skills.
- Demonstrated capacity for resourcefulness, self-motivation and independent decision making
- Computer competency
- Ability to manage external relationship effectively.
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DESIRABLE CRITERIA

- Demonstrated understanding of, and experience in working with cross-cultural persons and community development, preferably in a remote indigenous context.
- Ability to facilitate and take direction from an Indigenous Management committee
- A knowledge and understanding of Indigenous culture as well as a range of contemporary issues affecting remote Indigenous people
- An ability to communicate effectively and sensitively with Indigenous people.

2. STANDARDS OF PRACTICE

- Maintain high professional standards of practice.
- Participate in ongoing training and professional development of self and others.
- Adhere and promote WYDAC values and standards of practice.

3. ADDITIONAL FACTORS

- Possession of a current 'C' Class Open Driver's License.
- Applicants will be required to obtain a criminal history check and Working with Children clearance – Ochre Card prior to commencing work

Endorsement

The preceding information is an accurate statement of the requirements and employment of this position, at this time.

Signature (CEO) _____ Date ____/____/____

I have read and understand the duties and requirements of the position as described in this position description and agree to be employed under such conditions and the relevant Award.

Employee's Signature _____ Date
____/____/____