

	Position Title: Mentor – Lead Tenant	Team: Child, Youth & Family Services	Region: Western Region
	Supervisor: Team Leader, Housing Services	Date Completed: January 2019	

ORGANISATIONAL INFORMATION

OUR VISION AND PURPOSE	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</p> <p>For over 140 years, Berry street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</p>	<p>CHange (Central Highlands Accommodation – nurture, grow, engage) is a pilot program (currently funded for 2years) which aims to divert homeless young people aged between 16-20yrs from recurring homelessness. This will be achieved by offering the young person crisis housing with a higher intensity of support that will be tailored to their individual requirements after a comprehensive needs assessment. This program will comprise of 4 x 2bedroom units which will accommodate up to 8 young people and provide an intensive support period of 3-6months.</p> <p>Berry Street are looking to recruit a volunteer mentor 'Lead Tenant', for a live-in onsite role (own 2bedroom unit) that supports young people within the program. This is an exciting opportunity for an individual or couple looking for a rewarding experience, to give back to the community, gain experience and follow their passion of working with young people. The successful Lead Tenant(s) would live rent and utilities free.</p> <p>The Lead Tenant program offers young people the opportunity to live in a shared environment with a Lead Tenant(s) who provides role modelling of independent living concepts. Each young person is also supported by a Team Leader & Case Managers who provide support to both the young person and the Lead Tenants(s) with day to day support. The Lead Tenant(s) and the Case Manager introduces opportunities to the young person to further develop skills such as appropriately maintaining a shared household, learning to plan and prepare meals, budgeting for living expenses, prioritising health and safety, accessing independent travel options and engaging/maintaining education and/or employment.</p> <p>The program is looking for people who believe that young people deserve every opportunity to develop to their full potential, who model effective communication, are committed to supporting young people and work in collaboration to the Berry Street values and philosophy. Lead Tenants are provided with training, support, access to after-hours support and supervision.</p>
OUR VALUES	
<p>Berry Street expects all staff to apply these Values in all aspects of their work.</p> <p>Courage: to never give up, maintain hope and advocate for a 'fair go'</p> <p>Integrity: to be true to our word</p> <p>Respect: to acknowledge each person's culture, traditions, identity, rights, needs and aspirations</p> <p>Accountability: to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p>Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	

RESPONSIBILITIES

- Act as a positive role model to provide support and guidance to young people
- Foster mutually supportive relationships between themselves and the young people in the household as well as with the Berry Street case manager
- Mentor and educate young people to learn basic housekeeping, cooking, nutrition and budget management
- Actively participate in meetings, discussions and planning to address the needs of the young people
- Invest time and emotional energy to develop a relationship with a young person
- Communicate effectively in a range of settings, including resolving minor disputes
- Undertake training to further build their capacity to effectively support young people
- Provide feedback and updates to case managers
- Assist in the development and implementation of a plan to address the young person's immediate, short and long-term needs.

EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together.
- Have a demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.
- Berry Street supports White Ribbon, Australia's campaign to stop violence against women. There is an expectation that staff never commit, excuse or remain silent about violence against women.
- Berry Street is committed to the safety, participation and empowerment of all children, including those with a disability and culturally and/or linguistically diverse backgrounds. Berry Street is also committed to cultural safety, inclusion and empowerment of Aboriginal children, their families and communities.

KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Demonstrated leadership skills in particular experienced in leading, managing and the provision of children and adolescents.
- Experience in the Welfare sector, particularly in homelessness/housing services with a sophisticated understanding of the complexity of the service system and the issues involved in providing housing services.
- Demonstrated experience in working with young people on Statutory Protective orders and a sound knowledge of the nature of protective issues, homelessness, trauma and attachment, disability and the implications for their emotional and behavioural development.
- Knowledge of, and ability to apply, a range of assessment, intervention and interactive skills with young people who have experienced trauma.
- Experience in case management as well as working with families and social/service networks to enhance children & young peoples' lives – providing individual and systemic advocacy.
- Demonstrated understanding of, and respect for, the needs of children with a disability; Aboriginal culture, including cultural safety and awareness; and cultural and linguistic diversity (CALD), including cultural safety for children from CALD backgrounds.

