

Position Description

Position Title	Senior Youth Development Coach
Location	Tiny Homes Village (Tonsley, SA)
Child Safety (Prohibited Persons) Act 2016	Prescribed
Award	Social, Community, Home Care & Disability Services Industry Award 2010
Classification	Social and Community Services Employee Level 4
Reporting Relationships	Reports to the Coordinator – Youth Pathways Direct reports: <ul style="list-style-type: none">- Youth Development Coaches

Position's Primary Purpose

The Senior Youth Development Coach is responsible for providing expertise in youth engagement and working collaboratively with young people, the Youth Development Coaches, and external stakeholders to enable young people to thrive. The role is crucial in supporting community harmony within the Tiny Homes Village, and identifying and establishing learning, earning and connection opportunities that match the goals and aspirations of young people.

Key Accountabilities

- Support with the identification and matching of young people to the Tiny Homes Village, Supported Independent Living (SIL's) Outreach, and Stability Post Care (SPC) program.
- Provide expertise in youth engagement to build the confidence and capability of the Youth Development Coaches.
- Support the Youth Development Coaches with the goals set out in each life domain in each young person's plan, including preparing young people to comply with the Residential Tenancies Act.
- Support with the management of financial resources and accounting, including overseeing purchasing household items for the young people.
- Support the Coordinator – Youth Pathways to foster community ownership and accountability within the Tiny Homes village by embedding a youth-participatory approach through the Residents Council and developing and implementing activities to strengthen community, such as weekly communal dinners.
- Lead restorative practice and conflict resolution among the young people.
- Assist with identifying and leveraging existing local networks and resources, and broker new relationships within the community (government, community, business, philanthropic) to create diverse and sustainable pathways and opportunities for young people.
- Promote young people strengths within the local area and share/raise awareness about what young people and community are achieving together (i.e., capture local stories of community activity and share these with others to provide inspiration and demonstrate what is possible).
- Source opportunities to connect young people to community mentors who can help them explore their personal and professional aspirations and provide them with guidance, support, and encouragement in line with their identified goals; also support mentors to connect with young people.
- Provide support to the Coordinator – Youth Pathways as required.

Key Relationships

Who	How
Internal	
Line Manager	Work collaboratively with the Supervisor – Youth Pathways to ensure positive service delivery and continuous improvement Liaise on team performance, administration, reporting emerging trends, opportunities, and operational matters for the program
Development Coaches	Provide advice and support to maximise their potential through mentoring and targeted training and professional development Collaborate and communicate effectively with all stakeholders within Supported Independent Living program and Junction to achieve goals identified in a phased Transition from Care Plan
Stakeholders	
External	
Client	Develop and maintain positive and professional relationships with individual clients working within established case management guidelines to develop their independent living skills
Stakeholders	Engage positively and effectively with other Government and non-Government organisations and member/s of the community to establish new opportunities for clients

Core Values

Junction aspires to deliver flexible and responsive services that are underpinned by the following core values:

				
IMPACT	PASSION	INTEGRITY	RESPECT	COLLABORATION
<i>We are determined to make a meaningful difference with a long-term impact and ripple effect of positive change.</i>	<i>Our tenacity brings passion to our purpose, fuelling our motivation and unwavering commitment to drive change.</i>	<i>Trusting, fair and supportive, we act with openness and honesty, preserving the dignity for the clients and tenants we work with.</i>	<i>We have an inherent belief in the value of all people and respect the right to navigate life's complexities with choice and control.</i>	<i>United by compassion and a true sense of solidarity, we are a like-minded group working together towards our vision.</i>

Capability Summary

The Junction People Capability Framework applies to all employees and is key in ensuring our Values are embedded in all we do. See attached list of all capabilities for the level of this role.

CAPABILITY GROUP	CAPABILITY NAME			
OUTCOMES FOCUSED	Positively impact clients	Deliver results	Drive innovation	Plan and prioritise
PERSONAL ATTRIBUTES	Act with integrity	Live our values and embrace	Show resilience and adaptability	Display self-awareness and motivation
POSITIVE RELATIONSHIPS	Client centric	Influence and negotiate	Communicate effectively	Work collaboratively
LEADERSHIP & PEOPLE MANAGEMENT	Inspire and lead with purpose	Manage through our Values	Support and develop our people	Make sound and agile decisions
BUSINESS ENABLERS	Manage change	Optimise resources	Leverage technology	Understand financial requirements

Position Requirements

- A satisfactory Working with Children Check (WWCC) or General Probity Check must be completed, (as applicable), prior to commencing employment and maintained thereafter
- Current Safe Environments Certificate is required and the employee must comply with relevant state legislation to support a child safe organisation
- Holds a current unencumbered Australian Driver's Licence or equivalent, and is willing to drive
- Hold a Senior First Aid certificate and is required to perform first aid in the workplace
- It is a requirement of the role to undertake practical and online fire safety training and maintained thereafter
- Your employment with Junction is subject to you being and remaining eligible to be employed in a licensed children's residential facility which requires employees to undergo periodic psychological or psychometric assessments
- It is a requirement of the position to be accredited in Therapeutic Crisis Intervention within 6 months of commencing with Junction
- Participate in professional supervision

Selection Criteria

Education and Knowledge

- Degree or tertiary qualifications in Social Work, Psychology, Human Services, Community Engagement or relevant equivalent (or lesser qualification complemented by substantial relevant experience) – essential
- Understanding of social justice principle – including equity of access, discrimination and equal opportunity, individuals' rights and privacy
- Basic understanding of relevant statutory requirements and legislation for children under the Guardianship of the Chief Executive and supported accommodation

Skills and Experience

- Sound communication and interpersonal skills to effectively engage and establish rapport with clients and staff - essential
- Ability to identify and establish relationships with organisations, businesses, and community groups to create new opportunities for young people - essential
- Experience in developing and implementing case plans
- Ability to prioritise own workload and that of a team
- Demonstrated understanding of appropriate responses to clients with trauma related behaviours that demonstrate high and complex needs
- Ability to work in a team environment and collaboratively with internal and external stakeholders
- Experience working with, or demonstrated understanding of the needs of, children and adolescents at risk

Equal Employment Opportunity

Junction is an equal opportunity employer that embraces a culture of diversity. We encourage applications from the Aboriginal and Torres Strait Islander community, people with disability, and people from every culture, gender and sexuality identity, age and ethnic background. Junction is committed to being a Child Safe organisation and has zero tolerance for child abuse.



LEADING OTHERS

OUTCOMES FOCUSED	PERSONAL ATTRIBUTES	POSITIVE RELATIONSHIPS	LEADERSHIP & PEOPLE MANAGEMENT	BUSINESS ENABLERS
Positively Impact Clients <ul style="list-style-type: none"> Encourages a strong customer-focus and builds understanding of client/customer perspectives within their team Fosters respect for clients/customers and stakeholders Delivers services that deliver positive outcomes 	Act with integrity <ul style="list-style-type: none"> Promotes ethical and professional behaviour Acts on inappropriate behaviour/ misconduct in alignment with Junction Values and Code of Conduct Takes responsibility for mistakes and learns from them 	Client Centric <ul style="list-style-type: none"> Actively works to understand clients/customers and stakeholders Encourages a strong client/customer-focus and builds understanding of client/customer perspectives within their team Promotes and expects respect, professionalism and fairness in all interactions with the community and people we support 	Inspire and lead with purpose <ul style="list-style-type: none"> Conveys the vision for their area in a compelling way Able to describe how their work, and the work of their team, contributes to organisational objectives Considers wider organisational objectives when making decisions and going about their work 	Manage change <ul style="list-style-type: none"> Actively promotes change processes and engages in the communication of change initiatives across the workforce Provides guidance, coaching and direction to others while managing uncertainty and change Engages employees in change processes and provides clear guidance and support Identifies and addresses barriers to change
Deliver results <ul style="list-style-type: none"> Breaks down projects into objectives and goals, and accurately scopes out length and difficulty of tasks Organises the team to deliver the required work program to a high quality Provides clear and accurate reporting of progress and performance 	Value and embrace diversity <ul style="list-style-type: none"> Recognises, encourages and includes individual differences and working styles Supports organisational goals by leveraging diversity of thought Encourages open dialogue on diversity and shares experiences and learnings 	Influence and negotiate <ul style="list-style-type: none"> Ensures that negotiations remain focused on the important issues Offers convincing arguments to make a strong case without getting personal or aggressive Settles disputes equitably by finding common ground and gaining cooperation 	Contributes to a positive focus safety <ul style="list-style-type: none"> Shows leadership and commitment to safety and wellbeing of self, others and the community Takes safety seriously and does not accept complacent behaviour, reports on good and bad news Effectively uses Junction's safety management systems 	Optimise resources <ul style="list-style-type: none"> Initiates and develops goals and plans to guide the work of the team, aligning to organisational objectives Allocates resources to ensure achievement of service outcomes Contributes to workforce plans that effectively distribute resources in delivering services
Drive innovation <ul style="list-style-type: none"> Encourages creativity and innovation Identifies and implements improved ways of doing things Constructively challenges the status quo 	Show resilience and adaptability <ul style="list-style-type: none"> Communicates the positive side of change for the team and organisation Assists the team to adapt to a changing environment Maintains an optimistic outlook and focus on the learning in difficult situations 	Communicate effectively <ul style="list-style-type: none"> Structures messages clearly and concisely, both verbally and in writing and limit jargon Explains complex information using easy to understand language Presents information effectively, outlines the effects and ensures key points are conveyed 	Support and develop our people <ul style="list-style-type: none"> Deals positively with uncertainty and copes effectively in a changing environment Acts as a coach and mentor, working with others to facilitate continuous improvement Recognises, acknowledges and rewards individual and team achievements 	Leverage technology <ul style="list-style-type: none"> Demonstrates a strong knowledge and use of technology relevant to the work program Uses existing technology and identifies ways to leverage its value in achieving team goals Supports compliance with records, information and knowledge management requirements
Plan and prioritise <ul style="list-style-type: none"> Develops plans that have clear appropriate goals and measurable objectives Anticipates change and builds contingencies Monitors progression of projects, team achievements against work plans and goals Manages priorities to achieve goals and objectives 	Display self-awareness and motivation <ul style="list-style-type: none"> Seeks and responds positively to constructive feedback and identifies areas of strength and improvement required Demonstrates a high level of personal motivation and encourages this in others Supports and enables others to achieve 	Work collaboratively <ul style="list-style-type: none"> Works effectively with other parts of the organisation and sector to deliver results Works collaboratively and cooperatively and recognises and rewards those behaviours in others Builds networks with peers 	Make sound and agile decisions <ul style="list-style-type: none"> Makes time sensitive decisions even when only limited information may be available Acknowledges personal responsibility for outcomes of decisions Makes clear, well-reasoned decisions Applies lateral and creative thinking to generate ideas and solutions and decide actions 	Understand financial requirements <ul style="list-style-type: none"> Is familiar with financial terminology, policies and processes Understands the impacts of funding allocations on team budgets Seeks financial specialist advice and support when needed