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| **POSITION DESCRIPTION** |
| **Position Title:** | Senior Youth Worker (Identified) |
| **Service/Facility/Department:**  | Children & Families |
| **Direct Reports:**  | Nil |
| **Key Relationships:**  | **Internal:** Anglicare Managers & team members, CAF teams  |
| **External:** Children & young people, Government Departments, other Community Organisations, Families, Foster & Kinship Carers  |

**Position Statement / Overall Purpose**

The overall purpose of the Senior Youth Worker (Identified) is to provide care and/or support to children and young people, in out of home care and/or living within at risk families. The role will also ensure training, assessment and ongoing support for Youth Workers and children in their care is maintained as per service agreement requisites.

There will be focus on supporting Aboriginal and/or Torres Strait Islander children in care and a need to respond in a holistic way that considers family, spiritual, community and individual needs, working in close partnership with their youth worker team, Child Safety Services and Indigenous agencies to achieve the elements of the child or young person’s cultural plans.

*Under s25 of the Anti-Discrimination Act 1991 (Qld) it is a genuine occupational requirement for the incumbent to be Aboriginal and/or Torres Strait Island.*

The Senior Youth Worker (Identified) will work in accordance with the values of Anglicare Southern Queensland (Anglicare) and support core business by providing service, guidance and advice within this position’s specialty area.

**Position Specific Credentials, Qualifications and Other Requirements**

* It is a genuine occupational requirement of this role to identify as Aboriginal and/or Torres Strait Islander, under S25 of the Anti-Discrimination Act 1991 (Qld)
* Current Blue Card (Working with Children)
* Current Licensed Care Service (LCS)
* Current Queensland Driver Licence
* Current First Aid certificate with CPR
* Diploma or Degree in Child, Youth & Family Intervention; Youth Work or Youth Justice; Community Services or similar

**Key Selection Criteria**

* An ability, whilst working within the care environment (on the floor), to manage and provide appropriate team leadership and supervision
* Ability to engage children and young people in interactions and activities that are purposeful and goal orientated and to support the team to achieve positive outcomes
* Understanding of the local Aboriginal and/or Torres Strait Islander community agencies, organisations and elders, the issues affecting these communities, and how to engage effectively
* Willingness to utilise community networks to ensure that Aboriginal and/or Torres Strait Islander children are connected to family, community and culture and to provide such information to team members to build their capacity and cultural competence
* Well-developed communication and relationship building skills with young people from diverse backgrounds
* Experience working from a trauma-informed framework with a sound understanding of child development and behaviour
* An understanding of the role of family dynamics in the lives of children in care
* Able to operate with autonomy and to seek advice and authority as required
* Ability to respond to crisis situations with flexibility but with consideration of risk and compliance
* Knowledge of the Child Protection Act 1999 and work within the Statement of Standards
* Willingness to work a 24 hour roster including awake shifts within a residential setting

**Key Accountabilities and Responsibilities**

1. **Accountability: Quality Care**

***Provide a high quality care (physical, emotional, social and spiritual) for children and young people placed within Residential Care or with Foster & Kinship carers or for children and young people supported by Family Intervention/Support or Outreach programs***

**Responsibilities:**

* Assist other team members to understand the needs of Aboriginal and/or Torres Strait Islander children and to guide culturally competence practice within a care environment
* Dependent upon the program area, liaise with Residential program colleagues, biological parents, Foster & Kinship carers and/or Anglicare Practitioners to ensure each child and young person’s individual needs are identified
* Ensure emotional and safety standards and requirements are met (as outlined in the Child Protection Act 1999).
* Demonstrate an empathic understanding of complex trauma in everyday interactions
* Promote pro-social behaviour and employ strategies, responses and techniques that are respectful when managing challenging or extreme behaviours
* Act as an appropriate adult role model, seeking to engage young people in purposeful activities aimed at developing life skills and self-worth
* Participate in goal setting with the child/young person to identify their needs, hopes and dreams for their life, and work with them to identify how goals can be reached.
* Support connections between youth, their parents and other significant people as identified and supported by the placement agreement / case plan /care plan
* Provide safe transport and supervision of contact between children and young people and their families of origin and significant others
1. **Accountability: Administration, Policy & Procedure**

***Ensure administrative and other tasks are undertaken based on Anglicare policy and procedure***

* Maintain accurate, timely records including case notes, shift reports and incident reports
* Within services providing direct care placements to children and young people, undertake all domestic duties within the home
* Adhere to policy, procedures and reporting requirements for all expenditure
* Ensure knowledge of policies and procedures relevant to the role remains current
* Ensure adherence to specific Workplace Health & Safety procedures and contribute to the maintenance of a safe workplace for all
1. **Accountability: Working with Stakeholders**

***Work collaboratively with stakeholders including families, carers and the Department of Communities Child Safety Services***

**Responsibilities:**

* Liaise with parents, families, carers, local Elders, Government Departments and support services including taking an active role in connecting our young people to the relevant services, individuals and communities.
* Contribute to and adhere to the Care Plan (developed in conjunction with Youth Justice), including providing relevant cultural information to ensure the care plan meets the child and family’s needs.
* Support children and young people to understand the role of the Department of Child Safety, Youth and Women and other stakeholders in their lives, and navigate relationships with these staff
* Attend and actively participate in case planning, care planning and stakeholder meetings as needed. Where age appropriate, also support the young person in attending these meetings
1. **Accountability: Program Planning**

***Contribute to the program planning by communicating the insights gained from direct care work***

**Responsibilities:**

* Contribute to the individual assessment of each child, utilising professional training and observation including being able to provide the appropriate cultural context to these discussion and documentation.
* Provide timely reporting following shifts and/or incidents to support assessment of outcomes
* Support the child or young person in transition into, out of, or between Anglicare Children & Families programs
* Seek support, clarification and guidance in any matters of concern from the Coordinator or Manager
1. **Accountability: Leadership and Team Work**

***Promote an effective, supportive, caring and accountable team environment.***

**Responsibilities:**

* Provide supervision and mentoring to Youth Workers, and liaise regularly with your manager
* Ensure effective communication between team members, particularly during shift changeover and provide support with reporting
* Maintain open, honest and respectful lines of communication with stakeholders
* Contribute to the building of a positive team culture by demonstrating professional practice
* Actively participate and contribute to team meetings
* Continue professional development and participate in appraisal and supervision in accordance with Anglicare policy.
* Willingness to reflect on personal values and how these impact upon providing care and support to children and young people with complex backgrounds and needs.
* Maintain appropriate relationship boundaries with children and young people, including dress and social standards

**Other Duties and Requirements**

* Maintain confidentiality, including but not limited to information relating to residents, clients and employees of Anglicare and do not disclose information during or after employment.
* Act in accordance with Anglicare’s Code of Conduct and the organisation’s policies and procedures.
* Ensure that credentials and qualifications set out in this Position Description are current at all times.
* Undertake those tasks outlined on a duties list, or any other tasks delegated to you by your manger or supervisor, provided these requirements are safe, efficient, relevant, legal and within your abilities.
* Undertake work practices in a safe manner and comply with work health and safety instructions, within relevant policies and procedures.
* Undergo relevant evaluations and assessments, as requested by Anglicare, to ensure that the physical and functional requirements of the role can be met.

**Delegation of Authority:**

* In accordance with the Anglicare Delegations of Authority Policy.