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| **POSITION DESCRIPTION** | |
| **Position Title:** | Youth Worker, Insync Youth Services |
| **Service/Facility/Department:** | Mental Health & Wellbeing |
| **Direct Reports:** | N/A |
| **Key Relationships:** | **Internal:** Youth Service Coordinator, Anglicare teams & managers |
| **External:** Young people, Department of Housing and Public Works, Child Safety Services and other Community / Government organisations, families and other significant people in the lives of our young people |

**Position Statement / Overall Purpose**

The overall purpose of the Youth Worker is to provide care and support young people living in our accommodation or in the community. The care and support provided by Youth Workers will enhance opportunities for the young person to participate in appropriate activities to support development community inclusion, positive relations with family of origin and to contribute to their accommodation stability.

The Youth Worker 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**

* Current Blue Card (Working with Children)
* Current Queensland Driver Licence
* Current First Aid Certificate with CPR
* Minimum Cert IV or Diploma in Child, Youth & Family Intervention, Youth Work, Community Services or similar field
* Ability and willingness to work shifts including days, nights (with sleep over component), weekend and public holidays

**Key Selection Criteria**

* Experience in the engagement of young people in interactions and activities that are purposeful and goal orientated
* Well-developed proactive communication and relationship building skills with young people from diverse backgrounds
* The ability to work from a trauma-informed framework with a sound understanding of child development and behaviour, particularly as affected by trauma
* An understanding of the role of family dynamics in the lives of young people
* Demonstrated effectiveness as a team member and able to work autonomously as required
* Ability to respond to crisis situations with flexibility but with consideration of risk and compliance
* Knowledge of the Child Protection Act 1999 desired

**Key Accountabilities and Responsibilities**

1. **Accountability: Quality Care**

***Provide high quality physical, emotional, social and spiritual care for young people***

**Responsibilities:**

* Liaise with relevant stakeholders to ensure each young person’s individual needs are identified, targeted to meet individual needs, and in line with case plans
* Demonstrate an understanding of complex trauma, and pain based behaviour in everyday interactions
* Promote pro-social behaviour and employ strategies, responses and techniques that are respectful when managing challenging or extreme behaviours
* Engage young people in purposeful activities aimed at developing life skills and self-worth by acting as a role model
* Participate in goal setting to identify needs, hopes and dreams; work with them to identify how goals can be reached
* Work alongside young people for development and preservation of healthy relationships with peers, carers and family of origin
* Provide safe transport and supervision of young people as required

1. **Accountability: Administration, procedures and policies**

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

* Maintain all documentation including case notes, shift and incident reports accurately and with within required timeframes
* Within services providing direct care placements to young people, undertake all domestic duties within the accommodation to ensure a healthy and safe living environment for young people
* Adhere to policy, procedures and reporting requirements for all expenditure

1. **Accountability: Working with external stakeholders**

***Work collaboratively with Government departments, Health, Education and Employment services and families where appropriate***

**Responsibilities:**

* Liaise and collaborate with parents, families, schools, Government departments and other support services as required
* Contribute to and comply with the Care Plan developed in conjunction with the Child Safety Services’ Case Plan or Youth Justice support services
* Support young people to understand the role of Government Departments and other stakeholders in their lives, and navigate relationships with these staff
* Attend and actively participate in case planning and stakeholder meetings as needed. Where 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 young person, utilising professional training and observation
* Support the young person in transition into, or out of accommodation and support services
* Seek support, clarification and guidance in any matters of concern

1. **Accountability: Team contribution and continuous improvement**

***Contribute to a positive team environment and continuous improvement culture***

**Responsibilities:**

* Develop and maintain positive relationships within the team
* Participate in staff meetings; share information to improve work environment and outcomes
* Provide proactive and positive peer support to team members, where required.
* Contribute to ideas for improved ways of working and assist with the implementation of change
* Undertake professional development and regular training opportunities to ensure skills meet the requirements of the role

**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 manager 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.