

POSITION DESCRIPTION

Position	Youth Worker
Reports to	Team Leader – Youth Services Program
Direct Reports	Nil
Status	Full time position, till June 2023
Location	Southern Region, Frankston

BACKGROUND

The Victorian Aboriginal Child Care Agency (VACCA) is the largest organization of its kind in Australia. VACCA is an Aboriginal community-controlled organization that supports and advocates for the Aboriginal community. Our strength lies with our people. Our team is committed to the organisation's vision and values; advocates for our children and other vulnerable community members; and shows respect for, observance and compliance with Aboriginal cultural protocols, practice and ceremony. Our Aboriginality is what distinguishes us from mainstream services and what enables us to deliver the positive outcomes we achieve for our people.

VACCA employs over 600 staff and delivers more than 70 programs across the state. VACCA's experience and expertise in the delivery of therapeutic interventions are underpinned by culture, connection, and healing. VACCA designs, develops and delivers programs with self-determination and an understanding that the intergenerational trauma experienced by our community requires intergenerational and community healing.

Central to VACCA's work is the importance of connection to family, community and culture as essential to Aboriginal children's safety, stability and ensuring that they have an ongoing sense of belonging. As Victoria's largest Aboriginal child welfare agency, VACCA will play a key role in the process of transitioning the care and case management of Aboriginal children from government and non-Aboriginal organisations to Aboriginal community-controlled organisations following the recent decision of the Victorian Government.

VACCA is implementing cultural therapeutic ways which is an agency wide framework that underpins our work with the community, our clients and staff

OUR VISION

Aboriginal self-determination - Live, Experience and Be.

OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities

PROGRAM AREA

The Youth program sits within the VACCA Southern Metropolitan client services division. The program is responsible for delivering culturally appropriate and quality services to Aboriginal young people aged between 12 – 21 years and living in the Southern Melbourne and Bayside Peninsula areas.

POSITION SUMMARY

The principle role of the Youth Worker is to provide youth support services to young people aged 12 – 21 years of age within the Better Futures and Homestretch Program.

Key Responsibilities include

- managing a case load of young people with complex needs to support them to set and achieve their goals across all domains and to support their overall safety, wellbeing and development. Intensity of service may vary depending on whether the young person is on active hold, limited support or active support.
- Maintaining a good standard of electronic records in line with case management systems and DFFH legislative and VACCA policy requirements.
- Support and advocacy for the young people.
- providing mentoring and support to team members
- Organising and participating youth to attend positive group activities and camps to support their connection to culture

VACCA strives to provide culturally strong youth programs by encouraging children and young people to participant in activities that promote positive wellbeing and identity.

The role will involve some after hours and weekend work as required.

KEY RELATIONSHIPS

Internal: All VACCA Programs and management team

External: Department of Families Fairness and Housing (DFFH), Child Protection; other Community Service Organizations; Aboriginal organizations and services

KEY SELECTION CRITERIA

- Demonstrated understanding of, and commitment to, the values that underpin VACCA' vision and purpose and the capacity to take a leadership role in championing these internally and externally
- Demonstrated awareness and appreciation of Aboriginal societies and cultures, and commitment to continually build knowledge of such, along with a high level of awareness of the key issues which impact upon Aboriginal communities
- Experience working with vulnerable young people and ability to develop relationships and support Aboriginal young people to make positive choices and address issue arising.

- A well-developed understanding of issues impacting on Aboriginal young people, particularly those who are in out of home care, homeless or at risk of homelessness.
- Good communication and interpersonal skills and ability to support young people to set goals and help them to obtain them and to support them to self-advocate.
- Good organizational and planning skills, ability to work independently and within a small team and maintain up to date case notes
- Maintaining a good standard of electronic records in line with case management systems and DFFH legislative and VACCA policy requirements including use of CRISSP.
- Ability to mentor other youth workers and experience in supporting young people through complex issues and crises.
- Ability to develop and maintain relationships with services and support young people to access services and supports as required.
- Ability to work out of hours and on weekends as required by the role

REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence, a current employment Working with Children Check card and a National Police Check.
- Current COVID-19 vaccinations (including booster shot as applicable)

POSITION ACCOUNTABILITIES

CLIENT MANAGEMENT

- Ensure that all clients receive a culturally appropriate & timely response to requests for service.
- Ensure that all clients have their rights explained to them and understand what VACCA's service can offer them.

DIRECT SERVICE DELIVERY

- Undertake outreach work
- Utilise relevant strengths-based intervention strategies to engage at risk children and young people
- Advocate on behalf of clients to ensure agency referrals are completed and appropriate support provided
- Participant in Care Team Meetings and other client meetings as required
- Ensure culturally relevant support is provided by liaison and consultation with secondary services such as VACCAs Aboriginal Liaison Worker.
- Conduct and complete case work.
- To help develop & support young people to attend social and community activities and events

ADMINISTRATION

- Accurate record keeping, including case notes, completed forms and reports as required according to program guidelines and agency registration obligations.

- Case management and maintenance of client files in line with legislative and policy requirements.
Maintain accurate statistical data using organizations current data systems as required by VACCA and Department of Health and Human Services.
- Experience using CRISP.
- Attend regular team meetings and other forums as required.
- Undertake other duties as directed

HEALTH, SAFETY & WELLBEING

- Ensure compliance with the OH&S Act and VACCA policies.
- Contribute positively and proactively to team and organisation wide OH&S activities.

QUALITY & CONTINUOUS IMPROVEMENT

- Ensure compliance with legislation, contract and policy requirements in your day to day work in order to meet the organisation's audit, contract and registration obligations.
- Proactively apply your specialist knowledge in the review and maintenance of policies, systems and processes.
- Continue the development of a culturally strong and positive working environment using a continuous improvement approach.

OTHER

- Participate proactively in team project initiatives
- Support other team members in periods of high demand and during periods of absence.
- Participate in project groups and attend events
- Undertake other duties as directed

ADDITIONAL INFORMATION

We are committed to Aboriginal self-determination and supporting strong, safe, thriving Aboriginal communities and aim to ensure every individual is treated with dignity, honouring all cultural backgrounds, abilities, ethnicities, sexual orientations, gender identities and spiritual beliefs.

VACCA is a child-safe organisation and is committed to ensuring the safety and wellbeing of children and young people with zero tolerance for child abuse. All successful applicants will be required to undertake a National Police Record Check and Working with Children Check prior to commencement of employment and periodically following commencement.

VACCA is an equal opportunity employer and has a smoke-free workplace policy.