

POSITION DESCRIPTION

1. **TITLE:** Youth Worker
2. **REMUNERATION:** UnitingCare Community Enterprise Agreement 2012-2014
Professional & Administrative Workers Schedule Level 4
3. **PROGRAM OR SERVICE:** Residential, Out of Home Care
4. **REGION AND/OR LOCATION:** Locations throughout Queensland
5. **OUR ORGANISATION:**

As one of the largest community service providers in Queensland, UCC exists to strengthen the lives of individuals, families and communities. Across Queensland we provide programs and services to support individuals and communities, children and families, youth and people living with disability. UCC also provides Lifeline crisis counselling and support services and operates Lifeline retail outlets. UCC has an annual turnover of \$175M and delivers services from over 250 service outlets engaging around 2,800 employees and 5,600 volunteers.

6. **OUR VALUES:**

UnitingCare Community acknowledges that people are informed by a variety of belief systems. Our 'Shared Values' are - *Compassion, Respect, Justice, Working Together, Leading through Learning*. Your commitment to our Shared Values through your actions, behaviour, practices and in achieving outcomes is a fundamental requirement of this role and key to working successfully in UnitingCare Community.

7. **OUR COMMITMENT:**

- 7.1. As part of UnitingCare Queensland, the mission of UnitingCare Community is to improve the health and wellbeing of individuals, families and communities as we: Reach out to people in need; Speak out for fairness and justice; Care with compassion, innovation and wisdom.
- 7.2. Towards Zero Harm principles drive the way we think about safety and safety is embedded in everything we do.
- 7.3. UnitingCare Queensland is committed to being a child safe, child friendly organisation and for all children who come into contact with our services we will provide welcoming, safe and nurturing services, prevent child abuse and neglect within our services and appropriately and immediately address child abuse and neglect if it does occur.
- 7.4. We believe in the strength of a diverse and inclusive workforce to help us achieve the best outcomes for our clients.

8. **PURPOSE OF POSITION:**

To work with children and young people in the care of the Department of Child Safety and living in a residential service with the aim of developing life skills for children and young people to become independent while healing, growing and building a positive vision of the future. This will be achieved through developing positive relationships with children and young people in keeping with the Out of Home Care Children and Residential Experiences (CARE) practice framework.

9. ACCOUNTABILITY:

This role reports to: Service Coordinator/Caseworker

Delegation Level: Nil

10. KEY RESPONSIBILITIES:

- 10.1. Actively contribute to the health and well being of children/young people in accordance with the CARE practice framework as appropriate to their age, emotional and developmental level and based on needs identified in the case planning process
- 10.2. Work directly with the young people to bring about positive changes in their lives and assist them to be develop life skills leading to independence. This includes focusing on education and learning, socialisation, positive and appropriate relationships, building and maintaining connections to family and culture.
- 10.3. With each young person and the Service Coordinator/Caseworker contribute to the development, effective implementation and ongoing monitoring of individualised care plans.
- 10.4. Work together with all young people in the house to ensure a safe and appropriate household environment through establishing expectations, structures and routines.
- 10.5. Through the Service Coordinator/Caseworker seek to advocate on behalf of young people and influence outcomes for them through effective communication with key stakeholders, in particular the Department of Communities, Child Safety and Disability Services. Such communication will be undertaken within delegations and with prior approval of the Service Coordinator.
- 10.6. Maintain the quality of the house environment and vehicles through regular attention to cleaning and using these occasions as learning opportunities for young people.
- 10.7. Report all deficiencies in the household environment and vehicles in a timely manner to the Service Coordinator/Caseworker.
- 10.8. Undertake daily activities with young people that focus on goals set out in the care plan and report on progress against these goals through written and verbal communication strategies.
- 10.9. Ensure all documentation requirements are met and client's records are continually updated in order to document each young person's progress. Such record keeping will be in accordance with reporting requirements outlined within residential licensing requirements, the Child Protection Act, UnitingCare Community policy and each young person's care plan.
- 10.10. Participate as an active member of the team; attending and contributing to team meetings in order to maintain a consistent, responsive quality service provided by team.
- 10.11. Actively engage in regular supervision including reflective practice and professional development to improve skills that increase understanding of trauma and attachment, confidentiality and client interest.
- 10.12. Work in partnership with other Youth Workers in a shift work environment providing 24 hour support for young people.
- 10.13. Positively represent the activities of Out of Home Care when engaged in community activities.

- 10.14. Work within the policies and procedures of UnitingCare Community and ensure adherence to the provisions of the Workplace Health and Safety Act, the Child Protection Act 1999, and the Child Protection Regulations 2000.
- 10.15. Undertake other duties as and when directed within the scope of the role and the capabilities of the incumbent.

11. SELECTION CRITERIA:


- 11.1. Tertiary Qualifications in Human Services, Social Science and/or knowledge of, child development theories, the relevant child protection legislation, and the alternative care system.
- 11.2. Demonstrated knowledge of developmental, trauma and attachment theories as applied to children and young people.
- 11.3. Demonstrated ability to develop positive and appropriate relationships with children/young people who have experienced trauma and to place the best interests of the child at the centre of all interactions and activities.
- 11.4. Demonstrated ability to work with young people and other staff to develop appropriate and useful routines, structures, expectations and activities for the individual young people in accordance with the principles of the CARE framework.
- 11.5. Understanding of and/or willingness to work within the principles of the CARE framework; these being,
- Developmentally focused
 - Family involved
 - Relationship based
 - Competence centered
 - Trauma informed
 - Ecologically oriented
- 11.6. Demonstrated experience in dealing with families of children in care and key stakeholders including officers of the Department of Child Safety.
- 11.7. Demonstrated understanding of the significance of child protection matters in Aboriginal and Torres Strait Islander communities and ability to communicate effectively with Aboriginal and Torres Strait Islander people.
- 11.8. Demonstrated ability to be an active participant in the staff team as well as the capacity to work autonomously.
- 11.9. Demonstrated high level written and verbal communication skills
- 11.10. Commitment to working within the beliefs, mission and values of UnitingCare Community and adhering to policies and organisational requirements and processes.

12. ADDITIONAL REQUIREMENTS / INFORMATION:

- 12.1. Tertiary Qualifications in Human Services, Social Science and/or knowledge of, child development theories, the relevant child protection legislation, and the alternative care system.
- 12.2. Willingness to undergo a personal history check under the provision of the Child Protection Act 1999 in relation to Licensing of Care Services (with employment conditional on notification of suitability from the Department of Communities - Child Safety Services).

- 12.3. Current QLD Drivers Licence - Presentation of a current Drivers Licence must be made before your appointment to the position can be confirmed.
- 12.4. Current First Aid I CPR Certificate - Presentation of a current First Aid Certificate must be made before your appointment to a permanent position can be confirmed.
- 12.5. Suitability Card for Child Related Employment (Blue Card). All adults who work with people under 18 years in QLD are required to undergo a "Working with Children Check" under the screening provisions of the Commission for Children and Young People Act (2000) and obtain a Suitability Card (Blue Card). - Presentation of a current Suitability Card must be made before your appointment to the position can be confirmed.
- 12.6. The successful applicant must be eligible to legally work in Australia and proof of eligibility may be requested.

13. APPROVED BY:


A/ Director

17/06/2015
Date