



## Position Description

<b>Position Title:</b>	Youth Worker
<b>Hours per week: Salary:</b>	Varied hrs per week In accordance with the Social and Community Service (Queensland) Award. (SACS) Community Services Worker Level 3
<b>Tenure:</b>	Casual – ongoing
<b>Probation:</b>	3 Months
<b>Reports to:</b>	Area Manager
<b>Location:</b>	Positions available across QLD
<b>Date Prepared:</b>	November 2009
<b>Qualifications:</b>	<p><i>Minimum:</i> Appropriate experience, maturity and skill in the care and management of children and young people and the ability to relate and communicate well with others.</p> <p><i>Preferred:</i> Formal qualifications in Youth work, Disabilities or Welfare studies. Relevant experience in the care and management of children and young people in care,</p> <p><i>Additional:</i> Interest in working with young people who exhibit challenging behaviours.</p>

## **POSITION SUMMARY**

The Youth Worker is responsible for the care and management of young people in care. The role involves the day to day care, domestic duties, and provision of meals etc. together with one to one work with the child / young person.

The position also involves working as a team member with a multi-disciplinary team in order to achieve client goals and requires the ability to relate to the natural family of the young person, colleagues and staff of other agencies.

Staff are expected to have sound knowledge and expertise in dealing with children and young people who have multiple complex needs. Because of the different structures within the care program, some youth workers will be required to work alone with minimal supervision.

## **MAJOR RESPONSIBILITIES**

- Perform the day to day tasks associated with the operation of a care setting including domestic activities, organizing of routines, preparation of meals etc.
- Provide a consistent caring atmosphere in a manner which best meets the physical, social, educational and emotional needs of young people in care.
- Provide consistent management of the challenging behaviours which are frequently presented by young people in care such as self harming, substance abuse, violent and aggressive behaviours and criminal activities.
- Provide pre and post placement follow up for young people and their families within the community setting as negotiated through the case plan process.
- Other duties as negotiated.

## **AS A MEMBER OF CO-ORDINATED SUPPORT SERVICES TEAM TOY WILL BE ACCOUNTABLE FOR AND PARTICIPATE IN:**

- Actively participate as a member of a multi-disciplinary team in the planning and case management of children and young people in care and be committed to improving client outcomes.
- Maintain records pertaining to the operations as required.
- Work under the direction, support and consultation of the Area Manager;
- Liaise and communicate effectively with a range of people including family members, colleagues and staff of other agencies.
- Participate in staff development and in-service training as required.
- Support and participate in the Companies commitment to the ongoing Quality Improvement process.
- Input and maintain accurate client data on the Company data at all times.

## **REPORTING RELATIONSHIPS**

- This position reports directly to the Area Manager

## **PERSON SPECIFICATION Essential:**

- Experience in working with children and young people with complex needs
- A high level of professionalism, especially the ability to maintain confidentially.
- Ability to work under pressure
- Excellent organisational skills

## **Desirable:**

- Experience working in a similar setting
- Formal qualification with Youth work, Disabilities or Welfare
- No positions report to this position

## **KEY SELECTION CRITERIA**

1. Appropriate personal attributes including personal maturity, self confidence, insight, flexibility, tolerance and respect for others.
2. Demonstrated experience in home management and the care of Children and Young people.
3. To have an understanding of child and adolescent development and specific circumstances which impact on a young person's behaviour.
4. The proven ability to communicate clearly and effectively with young people, their families and other staff members and key stakeholders.
5. An understanding of the Child Protection and Juvenile Justice systems.
6. Well developed written skills.
7. The ability to work collaboratively as a member of a team.
8. The demonstrated ability to engage in supportive, caring relationships with children and young people and manage challenging behaviours.
9. Able to accept supervision and direction. And open to further developing skills through training.

## **ADDITIONAL REQUIREMENTS**

- A current Drivers' License is essential as some travel will be required.
- The applicant will be required to substantiate formal qualifications.
- The appointment is subject to a satisfactory Criminal Records Check.
- The applicant will be required to have a current Working with Children's Check.

Under QLD Work Cover legislation, it is the applicant's duty to advise Co-Ordinated Support Services of any pre-existing condition, which could be aggravated by the type of employment they are applying for. Failure to do so seriously jeopardises any entitlement the employee might have for a work-related aggravation of that non-disclosed pre-existing condition.

Due to the nature of the position it will require the ability to work flexible hours on a rostered or relief basis. This will involve evening, overnight and weekend work including public holidays.

Applicants must specify location of work in the application.