

POSITION DESCRIPTION

Position:	Residential Skills Coach – Active Night Shift
Program:	Intensive Support Service
Classification:	SCHADS Award Level 3 (Youth Worker Class 2) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours:	Night shifts, 74 hours per fortnight
Location:	The incumbent will be based at an ISS House in the Southern Region
Accountability:	This position is directly accountable to the ISS House Coordinator
Date:	September 2017

INTRODUCTION

Anglicare Victoria offers a comprehensive network of services to young people, children and their families / caregivers living across Victoria. We seek to ensure the provision of high quality services that will bring about significant improvements in the life experience of the young people, children and families / caregivers with whom we work.

Anglicare Victoria requires that staff commit to continuing to develop their cultural competence. Anglicare Victoria is committed to equal opportunity and improved outcomes for Aboriginal peoples. Anglicare Victoria is committed to developing an official Reconciliation Action Plan that bears the Reconciliation Action Trademark.

OVERVIEW OF PROGRAM

Anglicare Victoria, in conjunction with Mind Australia and Monash Health are excited to be delivering a new Intensive Support Service (ISS) for young people aged 13 – 16 years who experience complex emotional and behavioural difficulties and are currently in, or are likely to be placed in, residential care.

ISS is a transitional model, with placement duration ranging from 6 – 18 months. ISS will take a new approach to working with highly vulnerable young people, who will receive a range of support, treatment and other therapeutic interventions and be actively assisted and supported to transition into a form of home-based care, or move directly to independent living.

ISS will be delivered from two sites, one in Dandenong and one in Noble Park. Each site will work with eight young people at any given time, with four young people living in an ISS house and four who have transitioned through the live-in component of the service to home based care arrangements or independent living.

Implementation of ISS will be underpinned by the following principles:

- A positive and aspirational culture
- A consistently applied theoretical framework
- Comprehensive assessment and planning
- Individualised holistic assessment and tailored therapeutic treatment and care plans.
- Connection to culture, family, community and land for Aboriginal young people

- Culturally informed practice
- Family inclusion
- Interdisciplinary collaboration
- A teaching and learning
- A physical environment
- Access to education and/or vocational training.
- Planned and supported transitions into and out of the service.

POSITION OBJECTIVES

Under the direction of the House Coordinator ISS, you will work as part of a team to deliver high quality care to young people in an Intensive Support Service house.

The Skills Coach will provide consistent and motivational support enabling positive and forward looking outcomes to young people who are being accommodated within the Intensive Support Service (4 young people) and in an outreach capacity (up to 4 young people).

You will provide direct coaching and guidance to young people, working towards agreed individual plans and this will include:

- Keep young people and their families who meet the program service criteria appropriately engaged to achieve the program's goals and objectives.
- Use intervention strategies (as per program guidelines) which achieve overall program goal of reunification of young people with their families or reconciliation regarding their family situation and resolution of other presenting problems.
- Keep young people safe and well cared for while in agency accommodation.
- Reduce vulnerability in the young people referred to the service and contribute to greater clarity about workable options for their future.
- Deliver service provision on the basis of clearly developed and negotiated individual Placement Plans.
- Ensure effective service terminations with service goals for young people and their families are met.

KEY RESPONSIBILITIES

- Work as part of a team to deliver high quality care to young people in an Intensive Support Service house.
- Direct service work with young people in the program and where appropriate their families as agreed in the individual plans for the young people
- Contribute to the development and maintenance of a safe, secure and planned environment wherein young people's developmental needs are effectively met.
- Contribute to the development of participant group cohesion and the positive utilisation of group dynamics within the service
- Support young people to be at the centre of all the decisions and plans relating to them and encourage and facilitate the young people's council occurring.
- Work closely with clinical team to focus practice on achieving positive futures and long term outcomes for young people.
- Contribute to the development of a comprehensive education/living skills programs such as HEAL and ERIC.
- Undertake designated case functions and tasks as per individual client plans.

- Provide opportunities for the development of resident young people's social and recreational skills as per program guidelines.

OCCUPATIONAL HEALTH & SAFETY (OHS)

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

All Anglicare Victoria employees, contractors and volunteers are required to:

- take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company's OHS policies and procedures
- take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others
- cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace
- report all injuries, illness or 'near misses' to their Supervisor or Manager
- participate in relevant health and safety training based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems.

KEY SELECTION CRITERIA

The successful applicant will be able to demonstrate a high level of capacity and expertise in each of the following:

- A relevant tertiary qualification, including Social Work, Psychology, Nursing, Teaching. A minimum of a Certificate 4 in Youth Services or other relevant fields.
- Capacity and commitment to work effectively with young people in a residential setting to achieve planned change.
- Relevant experience and competence in the Human Service field including working with young people across ages.
- An ability to provide support within a therapeutic context
- An ability to work flexibly to meet the challenging needs of young people
- Ability and willingness to work effectively as part of a team, to meet program goals and objectives.
- Appropriate verbal and written communication skills.
- Highly effective communication and negotiation skills.
- Commitment to the principles and practice of quality care in residential settings for the most vulnerable and disadvantaged young people, and to promote autonomy and self-determination for young people

- An understanding of cultural contexts and the unique needs of Aboriginal children and young people.

TERMS AND CONDITIONS

- Salary Packaging is offered with this position.
- All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.
- All offers of employment are subject to a satisfactory Criminal History Check and must provide a Working with Children Check prior to commencement.
- A current Victorian Driver's licence is essential.
- Anglicare Victoria is a member of HESTA (Health Employees Superannuation Trust). At present, we contribute 9.5% of ordinary time earnings to this fund. Staff may elect to choose their own superannuation fund.