



Position Title: Adolescent's Building Connections (ABC) – Practitioner

Location: Quantum Support Services - Morwell Office or other Quantum locations as required.

Hours of Duty: As per Employment Agreement.

Duration: 12 month Contract

Position Funding: Program currently funded by Latrobe Health Assembly for the period 2020-2021 program.

Salary: Salary & conditions are as per the Quantum Enterprise Agreement 2015 and the Social, Community, Home Care and Disability Services Award (SCHADS). Salary packaging is available.

Classification: Social and Community Services Level 5.

Reports to: Practice Leader Out of Home Care Kinship

Our Vision, Core Principles and Goals:

Our Vision

Our Vision is to enrich the wellbeing of Gippslanders

Our Core Principles:

- we are inclusive
- we are accountable
- we strive for sustainable outcomes
- we are proactive
- we show care
- we are agile and adaptive

Our Goals:

- provide the right services and programs in the right places
- increase access to early intervention and prevention services
- attract, engage and invest in our people
- build the profile of Quantum
- achieve a sustainable business model

Respect:	Integrity:	Empowerment:
Quantum values the worth and contribution of others and embraces treating people fairly and without discrimination	Quantum values being ethical and professional in our conduct	Quantum values sharing our knowledge to promote the choices and decision-making capacity of others

Primary Job Purpose:

The ABC Program is a trauma informed program designed to provide the skills, tools and strategies to encourage positive behaviour and growth in young people, supporting the formation of healthy relationships and connections in

their lives. The program has a whole of family approach and promotes an understanding of the impacts and risks associated with Family Violence.

Position Functions:

Delivery of the ABC Program including a case support/management component to adolescent males and females in single gender or gender identified groups. Providing information and activities to promote understanding and education regarding family violence, its impacts and effects as well as helping young people to develop the skills required to build positive connections with those around them.

Primary Position Objectives:

The purpose of the ABC program is to provide the skills, tools and strategies in a group environment, encouraging young people to build positive connections with their families and the broader community.

- To provide a safe environment for adolescent's who use, or are at risk of using violence at home to develop skills and strategies to manage personal relationships and resolve conflict in a positive way by engaging both a facilitation and case management lens.
- Engage families where possible and appropriate to support learnings and implement a whole of family approach to positive change.
- Build positive connections

Program Background:

The ABC Program was developed in 2016 in response to the identification of a growing number of Adolescent's using violence in the home.

With Quantum extensive experience in the youth sector, Quantum developed a trauma informed program using the foundations of the no to violence men's behaviour change model as well as some concepts from the step up model and the rock and water program. Each concept relies on an underpinning knowledge of the impacts of trauma and family violence and uses this in the development of the program to ensure a safe environment for participants.

Duties and Responsibilities:

Service delivery

- To be responsible for the Co-facilitation of structured program groups for adolescents.
- Engage a case management approach to support ongoing needs of participants and family members
- Engage and undertake family contact and support.
- Assess the eligibility of adolescents to attend the program, creating behaviour management, risk assessment and safety plans as per the MARAM framework.
- Undertake self assessments and program evaluations as directed at intervals throughout the structured program. Assist with ongoing program development and implementation
- Coordination of Program Delivery Calendar
- Collaboration with participating Education providers
- Provision of post program support to participants and their families

Community development and networking

Work collaboratively with other agencies in maintaining an effective service delivery system for participants, including attendance at relevant meetings, forums and local / regional meetings as required .

To establish and maintain effective linkages with other services with a specific priority for ongoing linkages with service providers within the funding partnerships.

Promote the program and present as required to other agencies, community groups, local governments and funding bodies.

Agency Participation

Participate in regular supervision, review, and individual planning, including the identification of training needs,

provided by Line Management

Participate and operate effectively within a team environment and attend and contribute to team meetings and Agency staff meetings

Commitment to continuous improvement in the ongoing evaluation and monitoring of both the program's and the Agency's service delivery and contribute to future planning.

Contribute to Quantum Support Services policy processes in response to local, State and Commonwealth Government policy changes and reviews.

Administration

Maintain requirements for the release of information between services and keep accurate records as required by the Information Privacy Act.

Complete in an accurate and timely manner all necessary administrative tasks, including Correlation of relevant forms, assessments and evaluations of participants

Maintaining accurate records

Maintain case files for all program participants Reporting on a weekly, monthly basis or as requested

General

Perform other duties relevant to Quantum Support Services' daily operations as directed by the Practice Leader and Quantum Support Services Line Management.

OH&S

Promote a safe workplace for colleagues and participants in accordance with OH&S legislation and Quantum policies and procedures.

Accountability:

The position is accountable to the Practice Leader Out of Home Care Kinship and Stream Manager Children & Youth Services.

Key Selection Criteria:

Service Delivery

1. Experience in facilitation of group work including an understanding of group dynamics and implementing plans to support a positive group environment.
2. Excellent communication and interpersonal skills that can be used to work effectively with adolescents, family members, colleagues, government departments and other agencies.
3. Experience in the delivery of group work in the youth or community sector
4. Demonstrated understanding of the impacts of Family Violence with a particular focus on adolescents and their families.
5. Demonstrated understanding of the impacts of developmental trauma including A conceptual understanding of child developmental stages and needs (e.g. attachment theory).
6. Demonstrated ability to work with adolescents presenting with high risk and difficult behaviours.
7. Capacity to work with partner agencies and organisations in a collaborative manner to promote networking and effective service delivery.
8. Knowledge and understanding of the MARAM framework.
9. Demonstrated ability to deliver culturally sensitive practices in working with the client group
10. An understanding of and demonstrated ability to work as an effective team member.
11. A demonstrated ability to engage families and offer case management support to young people and their families with the young person remaining the key focus.

General

1. Excellent literacy and computer skills
2. Ability to work with minimal direction and supervision
3. Excellent time management skills

Mandatory Requirements:

Mandatory requirements

- Minimum requirement of Diploma of Community Services or other relevant or appropriate tertiary qualifications.

Completed application must address the key selection criteria, include a current resume that contains or has attached, the name, address and telephone numbers of three referees.

Highly Desirable

- Relevant experience or qualification in Family Violence
- Relevant qualification and experience in facilitating group work
- Qualification in Education or Assessment and Training.

Conditions of Employment:

- Successful applicant must confirm in writing the acceptance of the Offer of Employment form Quantum Support Services, complete a successful Police check and referee check prior to the commencement of employment, and provide confirmation of a working with children's check.
- The successful applicant is required to comply with the policies of Quantum Support Services Inc.
- The successful applicant must hold a valid Victorian Driver's license, that is not at risk of cancellation. This position description is subject to review annually.

Revision History:

Position created 17th June 2019
Revised and retitled 29th July 2020

Acknowledgement:

Please sign and date to acknowledge you have read and understood this position description.

Employee:

Name: _____

Signature: _____

Date: ____/____/____

Manager

Name: _____

Signature: _____

Date: ____/____/____

[Click here to acknowledge that you have read and understand this document](#)