



## POSITION DESCRIPTION

<b>Position</b>	<b>Youth Worker (Better Futures)</b>
<b>Reports to</b>	<b>Senior Program Manager</b>
<b>Direct Reports</b>	<b>N/A</b>
<b>Status</b>	<b>Full-time (Flexible)</b>
<b>Location</b>	<b>Preston</b>

## 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

Better Futures (previously known as Leaving Care Support Services, post care support, information and referral, Springboard, Aboriginal leaving care support services, and mentoring) is a new way of supporting care leavers, engaging with young people and their support networks, including case managers and care teams early in their transition from care, and supporting young people across five service offers; housing and living skills, education, employment, health and wellbeing, and community connections. Young people are eligible for Better Futures support from 15 years and 9 months until their 21st birthday.

## POSITION SUMMARY

A Youth Worker engages proactively with the young person as they are about to turn 16 years and assists them as they transition to independence up until the age of 21 years.

They provide a secondary consultation to the care team – lending expertise to the transition planning process; identifying goals and actions for inclusion in the 15+ Care and Transition Plan.

The Youth Worker does not assume lead responsibility for case work support while the young person is subject to a statutory order – support gradually increases as young person prepared to transition – 6 months prior.

In limited circumstances the Youth Worker will provide direct support to young person in care and will provide case work support to young person up to 21 years of age who have been in care services.

## KEY RELATIONSHIPS

*Internal:* Stakeholders include the young people, Executive Manager, Program Manager and Administration support.

*External:* DHHS, young people's school and education staff, medical and health practitioners, housing/homelessness services, legal representatives and other community organisation with whom the young people are involved.

## KEY SELECTION CRITERIA

- Commitment to VACCA's vision and purpose,
- A sound understanding of Aboriginal culture, values, protocols, inter-generational factors and complex kinship systems, as well as the issues facing vulnerable Aboriginal people today,
- A demonstrated knowledge and understanding of issues surrounding youth, homelessness, adolescent out-of-home care, the Child Protection and Youth Justice systems and available resources and services in Northern Metro regions.
- Skills in assertive outreach, assessment and case management.



- Demonstrated ability to engage young people in out-of-home care including Residential Care, Kinship Care and Home-Based Care.
- Demonstrated ability to assist young people transition and develop the necessary skills for independent living.
- A demonstrated commitment to establishing and maintaining collaborative relationships with families, colleagues, government departments, sector partners and the Aboriginal Community.
- 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
- Demonstrated experience in working and engaging with Aboriginal families and children/  
Demonstrated experience in child and family sector

## REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card.

## POSITION ACCOUNTABILITIES

### SERVICE DELIVERY

- To be responsible for a caseload of clients,
- To build an engagement while the young person is in care and contribute to transitional planning,
- To provide case management support when the young person leaves care, facilitating assessment planning with a focus on long-term outcomes,
- To undertake engagement that includes assertive outreach and support (varying in levels of intensity),
- To motivate, encourage and empower clients to address areas of personal difficulty and consider options for the development of personal wellbeing,
- To actively support, encourage and maintain the development of positive relationships, networks and linkages with the young person's community and culture,
- To actively promote the establishment and maintenance of positive family relationships in accordance with the young person's wishes and as outlined in the care plan,
- To ensure culture is at the centre of practice and that young people are supported to connect with their culture and Community,
- To liaise effectively with relevant services and supports to create linkages and options for young people in the program; and
- To assign, implement and manage a flexible support package based on the case plan for each young person.

## PARTNERSHIP AND COLLABORATION



**VACCA**  
Connected by culture

- Work as part of a multidisciplinary care team, sharing individual skills and knowledge; and
- Work co-operatively with other Government and non-Government agencies and with all relevant Aboriginal and non-Aboriginal stakeholders in maintaining an effective and responsive service delivery system for clients who are transitioning from state care to independence.

#### PROFESSIONAL DEVELOPMENT

- Participate in orientation and inductions, formal supervision, reflective practice, annual performance appraisals and professional development activities, in accordance with VACCA's supervision framework and related policies; and
- Maintain a good working knowledge of resources and services available to vulnerable young people and their families.

#### 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.