

Position Description

Youth Worker/Carer

Scope of role	
Mission	The Youth Worker/Carer is responsible for assisting each young person living in accommodation with their day to day activities, as well as engaging with them to support the development of their personal, living and social skills.
Organisational Benefit	<p>The Youth Worker/Carer works alongside a team to support the implementation of each young person’s individual case plan and acts as a mentor who engages positive change and discourages anti-social behaviours.</p> <p>The Youth Worker/Carer delivers a therapeutic care approach in their interactions with each young person to ensure consistency in the delivery of care within the program.</p>

Primary Deliverable & Measures	
<p>Primary accountabilities will include but are not limited to:</p> <ul style="list-style-type: none"> • Supporting the implementation of each young person’s case plan in collaboration with the House Manager/House Coordinator and other stakeholders involved in the care of the young person. • Engaging with the young person to develop a positive mentoring relationship, encouraging growth through assistance with day to day activities. • Assisting the development of personal and living skills through encouragement and promotion of positive self-care, food, hygiene, and financial practices. • Assisting the development of educational, vocational and social skills through participation in leisure, recreational, sporting and community activities. • Maintaining effective communication and positive relationships between the young people in care. 	<p>The success of these deliverables will be measured by way of:</p> <ul style="list-style-type: none"> • Adhere to an implement the Therapeutic Framework in the daily lives of CYP towards improving permanency pathways. • As requested by House Manager/House Coordinator partake and follow up on actions from CYP Case / Leaving Care Plan duties. • Participation in activities with young people to develop their social skills. • Support CYP with partaking in recreational activities, school, education and vocation through transport and advocacy. • Attendance as required at school meetings, care team meetings. • Conflict resolution / mediation and de-escalation skills using Maybo and ARC model within a therapeutic framework. • Participation and attendance in Team Meetings (90% attendance) and individual supervision sessions held monthly with your House Manager/House Coordinator. • Devise weekly CYP planners / holiday programs in collaboration with House Manager/House Coordinator. • Devise menu planners with CYP in consultation with individual CYP.

<ul style="list-style-type: none"> • Establishing an appropriate balance between the needs of a young person and the needs of the group. • Assisting each young person to effectively manage their own behaviour through self-awareness and strengths based approach in line with Marist180 guidelines. • Responding appropriately to challenging behaviours or incidents and ensuring the safety of young people at risk of harm. • Maintaining records as per Marist180 procedures, including completing accurate and timely reports, communications, timesheets, financial records. 	<ul style="list-style-type: none"> • Complete Helpline Reports / Missing Person Reports and associated documentation. • Document all relevant information on CYP (Feedback Forms, Incident Reports, Daily Running Notes, AM / PM logs, medication etc). • Comply with Marist180 Code of Conduct, Operation Manual, Policies and Procedures. • Record and account for petty cash / expenditure using required financial systems. • Complete timesheet daily using EmpLive system. • Complete and attend mandatory training as requested by Marist180 and your House Manager/House Coordinator. • Consult and provide feedback to the care team regarding CYP. • Maintain the cleanliness of the house. • Report any WH&S issues along with repairs and maintenance required using Mex system. • Awareness of Complaints system and process for staff and CYP. • Maintain CYP files with current and updated information inclusive of assisting House Manager/House Coordinator.
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Qualifications / Training requirements	Requirement Descriptors
<p>The skills required demonstrate success within their role</p> <p>Qualifications:</p> <ul style="list-style-type: none"> • Diploma in Youth Work, Community Services or similar. <p>Experience & Skills:</p> <ul style="list-style-type: none"> • Experience working within a residential setting. • Experience working with linguistically and culturally diverse communities. • Knowledge of child protection and social services practices or policies. • Demonstrated experience working with young people who have experienced complex trauma. • Experience working with linguistically and culturally diverse communities. • Effective negotiation skills. • Active listening skills. • Verbal communication skills. • The ability to work autonomously (under general supervision only) and contribute to an effective team environment. 	<ul style="list-style-type: none"> • Analytical: reviews arguments and takes a systematic approach to creating and presenting new developments. • Collaborative: works well with others and engenders a spirit of trust and teamwork. • Drive: is able to work to strict deadlines, and ensure contributors stay on track. • Resilience: overcomes obstacles, learns from prior impediments and recovers from setbacks through self-development. • Self-disciplined: manages their own time effectively and retains a strong work ethic despite distractions and conflicting priorities. • Ethical: has integrity and principles reflective of the standards and codes of conduct expected. • Client focused: prioritises the needs of clients and is outcomes focused.

<ul style="list-style-type: none"> • Computer, literacy & numeracy skills. • High standard of professional ethical behaviour and sound understanding of boundary issues. <p>Work Requirement:</p> <ul style="list-style-type: none"> • Current and valid First Aid and CPR certification . • Working with Children Check. • Clear National Criminal History Check. • Unrestricted NSW driver's licence (minimum Provisional 2 licence). • Eligibility to work in Australia. 	<ul style="list-style-type: none"> • Stakeholder Management: has collaborative and influential stakeholder management capability.
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Role grouping	Direct Care Worker	Business unit	Therapeutic Services
Reports to	House Manager/House Coordinator	Direct reports	0
Employment Contract	SCHADS Award Level 3	Date of Job Description	October 2019

Therapeutic Framework

Our therapeutic framework seeks to improve the lives of all the people Marist180 serves through individualised, evidence based, and trauma informed practices. Our model applies needs assessments, service delivery, as well as community engagement and capacity building, to create environments for safety, change and growth towards independence and sustainable success. We do this through consistent and caring responses to universal and individual needs, client led goal setting and program co-design, and by working with trauma related and developmental bio-psycho-social needs in the context of a strengths based, recovery oriented approach. We recognise the work of A Maslow, B Perry and Blaustein & Kinniburgh as pillars for our trauma informed practices, and apply Attachment Regulation and Competency skills in our practices.

Our outcomes framework has baseline metrics, qualitative feedback and employ S Miller's work on self-directed outcome measurement. Through assessment of needs we can clearly identify goals people wish to achieve, their strengths and match supports to their desired outcomes. By meeting the unique needs shaped by individual trauma and developmental experiences, in a culturally aware and confident manner with evidence based and trauma informed therapeutic services, the journey towards trauma integration and recovery can be commenced. In educating the community, and creating community connections to last lifetimes, we build capacity for all people to be supported and true trauma informed practices to take place.