

## C5.51 APPLYING FOR A JOB AT BRISBANE YOUTH SERVICE

### Employment Package

Thank you for your interest in applying for a position with Brisbane Youth Service Inc. (BYS). BYS is an equal opportunity employer and as such, the following information is provided to ensure that all applicants have an equal opportunity for preparing their applications. It is important that your application meets the requirements of this document.

#### ORGANISATIONAL PROFILE

With a vision to provide 'New Futures for Young People', BYS has been operating in Fortitude Valley since 1977. In that time, we have helped tens of thousands of young people (aged 12-25) experiencing homelessness or at risk of becoming homeless, and their accompanying children. We assist vulnerable young people to find and maintain appropriate housing, address physical and mental health issues, establish support networks and engage in education, employment and training.

BYS is a registered Charity, accredited under the Human Services Quality Framework and the National Regulatory System for Community Housing Providers.

As an Incorporated Association BYS is governed by a dedicated and experienced Board. Please refer to the attached BYS structure for information about the teams and programs.

#### BYS SERVICES AND PROGRAMS

BYS offers a holistic range of services that move from immediate needs through to planned support.

The current range of services provided includes:

- Information, health education, advice, support and advocacy across a range of issues
- Access to emergency financial assistance
- Crisis and transitional housing and tenancy support
- Specialist programs for young women and young families
- Medical clinic
- Mental health services
- Drug intervention, education, and support
- Activities, arts, and life-skills programs
- On-site visits from Centrelink and QPILCH (legal)

You can visit [www.brisyouth.org](http://www.brisyouth.org) for more details and information about BYS and the services we provide.

## ABOUT THE ADVERTISED POSITION AND APPLICATION PROCESS

### THE POSITION DESCRIPTION

The Position Description is attached and should be read carefully as it details the requirements, duties and selection criteria for the position.

### YOUR APPLICATION

A separate application must be submitted for each vacancy advertised. The application is to include the following:

- a) a completed Job Application Form.
- b) your responses to the SELECTION CRITERIA up to four (4) pages for all responses.
- c) your resume / curriculum vitae including the names, positions and telephone numbers of three referees who can comment on your competency in regard to the selection criteria. Referees will only be contacted after an interview.
- d) Copies of your qualifications.

Advancement to the next stage of the selection process will be based on how well you demonstrate your ability to meet the selection criteria as well as relevant information contained in your resume.

In your responses, please give examples that provide evidence you have the relevant knowledge, skill or ability. If you only state that you meet the selection criteria without demonstrating how you meet it and your competencies, it is unlikely that you will be short-listed for an interview.

### SHORT-LISTING PROCESS

As stated above, initial short-listing is based on your written responses and your resume.

Shortlisted applicants will be contacted for an interview.

### BLUE CARD REQUIREMENTS

You must possess a valid blue card before you can start working for BYS. As a job applicant you are entitled to apply for a blue card as an individual and you do not need to be linked to an organisation. If you don't possess a valid blue card you should apply for one at the same time as you apply for a position with BYS. No offer of employment will be made to anyone who does not possess a valid blue card.

For information on how to apply for a blue card, go to: <https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card>.

### INTERVIEW PROCESS

Short-listed applicants will be invited to attend an interview with the selection panel.

The selection panel will ask you questions relevant to the selection criteria and allow you to expand on your written submission. Each applicant will be asked the same questions and you may be provided with a copy of these questions fifteen minutes prior to your interview.

Interview questions will be aimed at testing your knowledge and skills and may include scenarios. You should answer each question fully and succinctly to demonstrate your ability to take on this role. Time will be allocated prior to the end of the interview for you to ask the panel questions about the role or the organisation.

You are welcome to bring samples of your work or other documents to share with the panel, which will assist in demonstrating your skills and experience.

### REFEREE CHECKS

Referee checks are used to supplement the final selection decision. It is the responsibility of your referee to provide honest feedback about your knowledge, skills, and abilities relevant to the selection criteria for the position.

At least one referee should be your most recent supervisor. If you are not currently in the workforce your referee should at least be in a position to comment on your abilities as they relate to the selection criteria.

If you have any concerns about the reference checking process, please raise them during your interview.

### SELECTION

If you are selected for the position, you will be contacted by telephone and offered the position. Should you accept, a formal written offer of employment will be forwarded to you including information detailing the terms and conditions of employment.

If you are not selected following interview, you will be contacted by telephone and advised the position has been filled. Selection feedback is available should you request it.

All other applicants will be notified in writing once the position has been filled.

<b>For further queries about the position please contact:</b>	Jordan McCarthy Corporate Service Director
<b>Phone:</b>	07 3620 2400
<b>Email:</b>	<a href="mailto:admin@brisyouth.org">admin@brisyouth.org</a>

**Applications close at 11:59pm Sunday 1 August 2021**

**Applications should be marked “Confidential” and made to the attention of:**

Jordan McCarthy

<b>Email your application to:</b>	<b>Or post to:</b>	<b>Or deliver to:</b>
<a href="mailto:admin@brisyouth.org">admin@brisyouth.org</a>	PO Box 1389 Fortitude Valley, QLD 4006	42 McLachlan St Fortitude Valley, QLD 4006

### ATTACHMENTS:

C4.27 Position Description

C4.25 Job Application Form

## POSITION DESCRIPTION

<b>Position title:</b>	Communications and Marketing Coordinator		
<b>Program/Team:</b>	Corporate Services Team		
<b>Award conditions:</b>	Social, Community, Home Care & Disability Services Award 2010 (SCHADS)	<b>Remuneration:</b>	Level 5 + Superannuation and Salary Packaging Benefits
<b>Employment Type and hours</b>	7-month contract, 4 days per week		
<b>Working from:</b>	Fortitude Valley		
<b>Reporting relationships:</b>	Reports to the Corporate Services Director – No Direct Reports		
<b>Qualifying period:</b>	6 months		
<b>Primary purpose of position:</b>	This position is responsible for the development and delivery of BYS marketing and communication strategies and activities.		
<b>SELECTION CRITERIA</b> - Applicants shall be assessed against these selection criteria. Applicants need to provide written responses to the selection criteria below of up to four pages in total.			
<b>SELECTION CRITERIA</b>	<ol style="list-style-type: none"> <li>1. Understanding of and commitment to BYS vision, objectives and values.</li> <li>2. Excellent communication skills and demonstrated ability to write for different contexts and purposes to engage internal and external target audiences.</li> <li>3. Demonstrated ability in copy writing for electronic and print media, writing Annual Reports, digital media content and other marketing platforms.</li> <li>4. Demonstrated experience managing digital marketing and social media including sourcing, generating and publishing engaging content using a range of software (e.g. Wordpress, Hootsuite, Canva, Vision 6, Creative Cloud).</li> <li>5. Demonstrated experience working with media organisations and ability to draft media releases and media content.</li> <li>6. Facilitate the development and ongoing maintenance of the organisation's brand, graphic design skills and experience producing high quality publications and print products.</li> <li>7. Proven ability to draft and implement communication plans and policies, procedures and practices.</li> <li>8. Well developed interpersonal skills, ability to build rapport and work collaboratively with a broad range of internal and external stakeholders to reach organisational outcomes.</li> </ol>		
<b>Qualifications, Checks and References (Mandatory)</b>	<ul style="list-style-type: none"> <li>• A tertiary qualification in Communications, Marketing, Journalism or Media.</li> <li>• Current driver's licence.</li> <li>• Working with Children Suitability Positive Notice (Blue Card).</li> <li>• Three relevant referees, including current or most recent manager.</li> </ul>		
<b>Experience:</b>	<ul style="list-style-type: none"> <li>• A minimum of 3 years experience in a similar communications role.</li> </ul>		
<b>Attributes:</b>	<ul style="list-style-type: none"> <li>• Ability to be self-directed, plan, prioritise and organise projects to meet deadlines.</li> <li>• Ability to multi-task and work under pressure.</li> </ul>		

	<ul style="list-style-type: none"> <li>• Ability to engage, relate and communicate successfully with people from diverse backgrounds.</li> <li>• Consultative and collaborative working attitude.</li> <li>• Commitment to a learning culture and ongoing professional development.</li> </ul>
<b>KEY RESULT AREAS - Role and responsibilities</b>	
<b>Program Delivery</b>	<ul style="list-style-type: none"> <li>• Regularly review and maintain the Strategic Communications Plan to ensure BYS is successfully and appropriately promoted, and engages with a range of stakeholders to support campaigns, and raise BYS's profile and positioning as leaders within the community sector.</li> <li>• Oversee and maintain the BYS Style Guide to ensure brand integrity and consistency, as well as improve BYS brand visibility and recognition.</li> <li>• Develop marketing and communication materials including media releases, flyers, posters, presentations, brochures, annual report, merchandise, banners etc.</li> <li>• Review, maintain and update the BYS website.</li> <li>• Manage, maintain and create content for social media platforms including Facebook, Twitter, LinkedIn, Instagram.</li> <li>• Manage email marketing campaigns including drafting the quarterly BYS e-newsletter.</li> <li>• Assit in promoting fundraising campaigns and activities including through traditional and digital media channels.</li> <li>• Work closely with BYS management to ensure they are appropriately resourced, understand key communication priorities, policies, practices and messaging.</li> <li>• Manage internal communications e.g. intranet, newsletters</li> <li>• Support BYS events and conference participation in collaboration with the Strategic Partnerships Coordinator e.g. collateral, guest briefings, taking points, content creation.</li> </ul>
<b>Service operation and development</b>	<ul style="list-style-type: none"> <li>• Participate in staff meetings and organisational planning to contribute to the monitoring and development of BYS programs and services.</li> <li>• Develop collaborative relationships with internal and external stakeholders.</li> <li>• Undertake monitoring and evaluation to maintain and improve communication and marketing activities.</li> </ul>
<b>People and Culture</b>	<ul style="list-style-type: none"> <li>• Provide support to colleagues including to new staff and students.</li> <li>• Contribute to a positive team culture aligned with the organisation's vision, philosophy, policies and procedures.</li> <li>• Participate in regular supervision meetings, team meetings and performance reviews.</li> </ul>
<b>Administration</b>	<ul style="list-style-type: none"> <li>• Undertake administrative tasks relating to the role and / or the team.</li> <li>• Prepare reports as required.</li> <li>• Undertake any other tasks as required.</li> </ul>

*This Position Description forms part of the performance management framework for Communications and Marketing Coordinator. As the successful applicant you are required to sign and date this Position Description to demonstrate your commitment to fulfil this role in accordance with the key result areas outlined above.*

<b>Employee Name:</b>		<b>Signature:</b>		<b>Date:</b>	
<b>Managers Name:</b>		<b>Signature:</b>		<b>Date:</b>	

## C5.24 JOB APPLICATION FORM

Please complete this application form and return it to Brisbane Youth Service (BYS) in accordance with the advertised Employment Package.

<b>Position Title:</b>	Communications and Marketing Coordinator	<b>Closing date:</b>	1 August 2021
<b>Applicant:</b>	<b>Name:</b>		
	<b>Address:</b>		
		<b>Post code:</b>	
	<b>Day time phone:</b>		<b>Mobile:</b>
	<b>Email address:</b>		
<b>Place of birth:</b>	<b>Town / City:</b>		<b>Date of birth:</b>
	<b>Country:</b>		
<b>Work eligibility:</b>	<input type="checkbox"/> Australian citizen	<input type="checkbox"/> Australian resident	
	<input type="checkbox"/> New Zealand citizen	<input type="checkbox"/> New Zealand resident	
	<input type="checkbox"/> Current working visa: <small>(Copy must be attached)</small>	<b>Expiry date:</b>	
	<input type="checkbox"/> Other visa: <small>(Copy must be attached)</small>	<b>Expiry date:</b>	
<b>Blue card:</b>	Do you hold a current valid blue card for Child Related Employment? <small>(Note: You must possess a valid blue card before you can start working for BYS)</small>	<input type="checkbox"/> YES <input type="checkbox"/> NO	
	If yes, provide blue card Number:		<b>Expiry date:</b>
	If no, have you applied for a blue card? <small>(Click <a href="#">here</a> for information on how to apply for a blue card)</small>	<input type="checkbox"/> YES <input type="checkbox"/> NO	<b>Date lodged:</b>
<b>Drivers licence:</b>	Do you have a current Queensland driver's licence?	<input type="checkbox"/> YES <input type="checkbox"/> NO	
<b>Health conditions</b>	Do you have any pre-existing health conditions that may impact on your ability to undertake this role?	<input type="checkbox"/> YES <input type="checkbox"/> NO	
	If yes, please provide additional information:		
<b>Where did you find out about this position?</b>	<input type="checkbox"/> BYS website	<input type="checkbox"/> QCOSS	<input type="checkbox"/> Ethical Jobs Weekly
	<input type="checkbox"/> Word of mouth	<input type="checkbox"/> Other:	
	<input type="checkbox"/> People with a disability		

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<b>Equal employment opportunity / diversity information</b>	Please indicate if you belong to any of the following groups (completion of this section is voluntary and used for statistical purposes only):	<input type="checkbox"/> Aboriginal people <input type="checkbox"/> Torres Strait Islander people <input type="checkbox"/> Women <input type="checkbox"/> People from a non-English speaking background <input type="checkbox"/> LGBTQI + and/or gender diverse
<b>Qualifications:</b>	What tertiary qualifications do you hold: (Copies must be attached)	<div style="border: 1px solid black; height: 20px; width: 100%;"></div> <div style="border: 1px solid black; height: 20px; width: 100%;"></div> <div style="border: 1px solid black; height: 20px; width: 100%;"></div> <div style="border: 1px solid black; height: 20px; width: 100%;"></div>
<b>Start date:</b>	If the position was offered to you, when are you available to start work?	<div style="border: 1px solid black; height: 20px; width: 100%;"></div>
<p><b>Authorisation and Understanding</b></p> <p>I authorise Brisbane Youth Service to investigate my work history and verify all information given on this application. These enquiries may include information as to my character, general reputation and personal characteristics. I consent to the conduct of such enquiries and to the consideration of any statements or references provided by former employers in response to these enquiries.</p> <p>I authorise all individuals and employers whom I have named in my application, unless specifically limited by me in writing, to provide information requested about me, and I release them and Brisbane Youth Service from liability and damages in providing this information.</p> <p>I understand and acknowledge that any misrepresentation, omission or incorrect statement of fact may result in rejection of my application or, if hired, immediate termination of employment.</p> <p>I understand that all information provided to BYS in relation to my application will be treated in the strictest confidence and will not be communicated to any third party without my consent.</p>		
<b>Signature:</b>	<div style="border: 1px solid black; height: 30px; width: 100%;"></div>	<b>Date:</b>
	<div style="border: 1px solid black; height: 30px; width: 100%;"></div>	<div style="border: 1px solid black; height: 30px; width: 100%;"></div>