



The Gap Youth and Community Centre Aboriginal Corporation

Position: Youth Diversion Coordinator (Alice Springs)

Division: Community Youth Diversion

Section: Youth Diversion Program (YDP)

Level: SCHADS Level 5 (Pay point to be determined based on qualifications and experience), plus leave loading, superannuation and salary sacrifice

Position Reports to: Program Manager

Location: The Gap Youth and Community Centre, 91 – 93 Gap Road, The Gap, Alice Springs NT 0870

Hours: Full time, fixed term to 30 June 2023

Last Review: 22 April 2022

Eligibility: Indigenous applicants strongly encouraged to apply

About the Gap Youth and Community Centre

The Gap Youth and Community Centre Aboriginal Corporation, a not-for-profit community-based organisation, has been providing assistance and support to at-risk children, young people, their families and their communities in Alice Springs since 1977. As a multi-service organisation funded by Territory and Federal government, Gap provides a range of support programs and activities to assist and empower young people to make positive choices and decisions for their future.

For over 43 years, Gap has been providing support and assistance to children and young people based on individual need including assistance with educational engagement, housing and homelessness, vocational training, employment assistance, crime prevention & intervention, information, referral, advocacy, practical assistance, drop-in, and recreational activities.

Program Description

The Youth Diversion Program works with children and young people aged 10 to 17 years of age who have been referred to the program by the Northern Territory Police Force. The program also has capacity to support children at risk of contact with the Youth Justice system, who may have not had formal diversion involvement. The program is underpinned by a strengths-based, trauma informed approach and operates within a Restorative Justice framework.

Role Description

The Youth Diversion Program Coordinator is responsible for the daily operations and activities of the Youth Diversion Program. This role will manage/supervise a team of caseworkers, coordinate the referral and case management for youth engaged in formal youth diversion, and/or at risk of offending or entering the youth justice system and establish strong relationships with all stakeholders.

This position will also be responsible for the development and implementation of a range of client-focused programs aimed at supporting young people to successfully complete the Youth Diversion Program, including support to complete Youth Justice Conferencing, relevant restorative and community service activities and outcome plans to the satisfaction of the NT Police and/or relevant Court.

Responsibilities

Main Duties:

- To oversee the program and ensure that the program delivers services including structured support to Aboriginal children and their families that is, culturally appropriate, tailored to the needs of the individual, compliant with statutory obligations, consistent and professional.
- To coordinate intake and access to the program; undertake comprehensive assessments for children and young people referred into Youth Diversion and to work collaboratively with Northern Territory Youth Diversion Police to inform effective diversion plans and responses.
- To ensure the support to Aboriginal children and their families incorporates the appropriate delivery of information, advocacy, support, and referral to relevant services and programs.
- Together with management, monitor program budgets and authorise spending in relation to participants, program costs and staff training/development.
- To provide professional support, supervision and direction to a small team of staff; and to inform staff development and application of restorative justice processes.
- To liaise with Territory Families Youth Justice and Child Protection to ensure coordinated support to children who cross over both jurisdictions; and to utilise a care team approach to working with program participants involving all relevant stakeholders.
- Together with management, develop, implement and review appropriate program policy and procedure through consultation with staff, participants and other key stakeholders.
- To monitor trends in relation to Aboriginal children and their families involved in the criminal justice system and develop service specific responses to meet their needs.
- To identify and participate in, key networks relevant to the program.
- Other duties, as required.

Work Health and Safety:

- Take reasonable care for your own health and safety and for the health and safety of others in the workplace.
- Work in accordance with the Gap's WHS policy, the WHS Act, Regulations and Code of Practices.
- Ensure reporting of WHS non-conformances or incidents/injuries

Values and Behaviours:

- Conduct all work in line with Gap values of Social Justice.
- Apply strict confidentiality practices and guidelines to all client information.

Selection Criteria

ESSENTIAL

1. Demonstrated experience to develop, facilitate and monitor all aspects of case management and coordinate complex case requirement.
2. Demonstrated experience in delivering high quality supervision, mentoring and/or support to staff; and experience in reflective practice with demonstrated understanding and experience in the supervision of staff from diverse backgrounds.
3. A sound knowledge and understanding of youth diversion, youth justice legislation and restorative justice principles and practices in the Youth Justice system within victim offender group conferencing.
4. Demonstrated understanding and experience in working with Aboriginal children, young people and families within the principles of trauma informed and strengths-based approaches; and demonstrated understanding of factors that may lead to involvement in the Youth Justice system
5. High levels of self-motivation and the ability to use initiative, solve problems, and make informed decisions organise work priorities.
6. Excellent written and verbal communication skills with a track-record building and maintaining collaborative relationships with a wide range of internal and external clients, partners and stakeholders in an environment requiring cultural sensitivity.
7. Ability to work with sensitive information and maintain complete confidentiality.
8. Demonstrated experience of working with Aboriginal children, young people and families; and an awareness of the sensitivity to Aboriginal culture, history and knowledge of issues impacting on the lives of Aboriginal people in the Northern Territory.
9. Hold a current NT drivers' licence, or the ability to obtain

DESIRABLE

1. Relevant formal qualifications in social work, youth/community development or other related area
2. Ability to speak a local Aboriginal language
3. Experience in an equivalent position, working with Indigenous youth.

Employment with Gap is conditional on the employee providing NT Working with Children Check (Ochre Card), Satisfactory Criminal History Check. Persons considered for a position with Gap may be required to undergo a pre-employment medical examination and drug screen to determine fitness to perform nominated duties. Indigenous applicants strongly encouraged to apply.

The Chief Health Officer COVID-19 Directions (No. 52) 2022: Directions for additional vaccination requirements for certain workers to attend the (*"the Directions"*) made under the Public and Environmental Health Act 2011 applies to workers in the role you are applying for, and you will be requested to evidence your current COVID-19 vaccination status.

TO SUBMIT YOUR APPLICATION

Please include a one-page cover letter, response to the selection criteria, your current CV and 3 contactable referees. Applications will remain open until a suitable applicant is appointed.

Authorised By: *Jen Standish-White* 22 April 2022

Jen Standish-White – Interim CEO of The Gap Youth and Community Centre Aboriginal Corporation

