

## POSITION DESCRIPTION

<b>Position Title</b>	Specialist Youth Worker
<b>Department</b>	Youth & Family Support/Education Settings
<b>Classification</b>	SCHADS Award – Level commensurate with Qualifications and Experience
<b>Employment Status</b>	As per contract conditions
<b>Reporting to</b>	Program Manager

### Organisational Overview

The Bridge Youth Service (TBYS) plays a key role across the Goulburn Valley in youth support and advocacy. With offices located in Shepparton, Seymour and Wallan, TBYS delivers services and supports to young people and their families with a particular focus on those from marginalized and/or disadvantaged backgrounds but with a philosophy that includes the provision of services to all young people. TBYS offers a range of programs funded by government, private foundations and the local community. Programs focus on a diversity of issues and services include placement prevention, family reconciliation, family mediation, antenatal, parenting, housing support, mentoring and education support. For more information visit our website: [www.thebridge.org.au](http://www.thebridge.org.au).

**Our Vision:** By 2024 our informed and specialised staff will extend our adaptive and inclusive support, where and when young people need it.

**Our Mission:** To create opportunities that foster safety and security for young people, enhance family harmony and promote supportive communities – enabling all young people to reach their full potential.

#### Guiding Principles:

- In diversity there is beauty and there is strength.
- Alone we can do a little; together we can do so much.
- Be curious always. For knowledge will not acquire you; you must acquire it.
- The value of an idea lies in the using of it.
- Stronger connections provide new opportunities and create healthy people, organisations and communities.
- Adaptability requires an open mind and a welcoming of new alternatives.

### Role Purpose

The position will provide case management within both the Youth & Family Support program and the Education Settings program.

#### Education Settings

Through individual coaching and mentoring provided by the worker the aim is to increase the young person's wellbeing, resilience, self-efficacy and social skills. This will be done via individual case coordination, group-work programs and the provision of information and supported referral.

In addition, support will be provided to young people who are disengaged from school or who are at risk of not making a successful transition to further education, training or employment. This will be through the DET's Navigator program.

Generalist Youth work is a key component of this role, undertaking initial youth support in situations where young people do not meet existing TBYS programs and funding criteria.

Through individual coaching and mentoring the aim is to increase the young person's wellbeing, resilience, self-efficacy and social skills. This will be done via individual case coordination, group-work programs and the provision of information and supported referral.

## POSITION DESCRIPTION

### **Specialist Homelessness Support**

Providing case management support to young people aged 15-25 who are homeless or at risk of homelessness. We aim to assist them to resolve difficulties that may have contributed to the current situation, access and/or maintain suitable housing and achieve independence.

### **STAR Housing**

STAR is an early intervention and prevention program. This program is an Innovation Action Program, funded by the Victorian Government through the Victorian Homelessness Action Plan, to reduce and prevent homelessness for people at risk of or people experiencing homelessness.

The STAR program aims to ensure that people do not become caught up in a cycle of homelessness by being proactive with early intervention.

### **Family Reconciliation**

This component provides a 'front end' family reconciliation response as a means of addressing the causal link between family conflict and youth homelessness. The program targets young people aged 16-25 years who are newly homeless or at risk of homelessness due to family conflict or breakdown. Referrals may be received from families themselves, community and professionals.

### **Finding Solutions/Adolescent Support Program:**

This component involves a rapid response (generally within two working days) and intervention for families where there may be protective issues for the young person. This may include family mediation, family reconciliation, providing strategies and support aimed at keeping the family unit together and resolving issues that may otherwise lead to intervention by DHS Child Protection. Generally, the age group of young people involved in this component of the position is 12-17yrs with 90% of referrals received from DHS Child Protection.

Families and young people accepting support from the Youth and Family Support Worker do so on a voluntary basis.

This role may at times be called on to work within other programs as deemed necessary by the Executive Team.

### **Responsibilities**

A combination of these will be required, dependant on the young person;

- Provide case management for young people at risk of homelessness by maintaining the young person's place at home or assisting in their return home.
- Provide a range of intensive family focused intervention strategies to assist the family in resolution of identified issues.
- Provide effective mediation and facilitate family difficulties where applicable.
- Assist in preventing the need for more intrusive DHHS Child Protection involvement.
- Meet the objectives and expected outcomes of the STAR Housing program guidelines.
- Align Case Management support in line with the Navigator program
- Provide individual coaching and mentoring, assisting young people to overcome learning, social and other barriers for engage and transition through education.
- Provide advocacy support for young people and their families where applicable.
- Provide assertive outreach for service users.
- Participate in relevant organisational meetings.
- Provide reports in agreed format to designated Managers.
- Adhere to The Bridge Youth Service policies and procedures.

### **Hours and Conditions**

As per the contract conditions. Terms and condition according to the Social, Community, and Home Care & Disability Services Industry Award according to qualifications and experience.

## POSITION DESCRIPTION

We are a family friendly organization and offer an attractive remuneration package including significant salary sacrificing benefits and paid leave for all staff when our office closes between Christmas and New Year.

The position is subject to a successful Police Check and Ongoing employment is subject to a six-month probationary period.

### Key Selection Criteria

1. A relevant tertiary qualification in youth, welfare or social work or a related field. (Minimum Diploma level)
2. Experience and knowledge in the youth services field, particularly outreach and case management models, including experience in completing risk & needs assessments.
3. Comprehensive understanding of child and adolescent development including key issues affecting young people.
4. Demonstrated ability to effectively communicate, liaise, consult and negotiate with a wide range of staff, support services, education providers and service users.
5. Well organized with the ability to be work autonomously as well as part of a team, in a collaborative setting
6. A passion for working with Youth

Additionally, you must have a

- Current driver's licence
- Current Working with Children Check
- COVID 19 Vaccination Certificate

The Bridge Youth Service acknowledges Aboriginal people as the traditional custodians of the land on which we operate. We commit to working respectfully to honour their on-going cultural and spiritual connections to this country.

Diversity and inclusivity are important to The Bridge Youth Service and we are committed to ensuring our workplace and services reflect this. Everyone is welcome at The Bridge Youth Service, regardless of age, ethnicity, cultural background, gender, sexual orientation, religious affiliation, and physical ability.

The Bridge Youth Service is committed to protecting children and to creating a child safe environment by identifying and reporting signs of abuse.

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_