

Position Description

Position title	ITC Therapeutic Youth Worker
Program/Unit	ITC
Classification	SCHCADS Level 3 - Dependent on qualifications & experience
Position reports to	ITC House Manager

Organisational context

Established in 1997, MacKillop Family Services (MacKillop) strives to ensure all families are supported to provide children with a safe and permanent home, and the best possible start to their lives.

Continuing the child and family welfare programs of our three founding agencies – the Sisters of Mercy, the Sisters of St Joseph and the Christian Brothers – we provide early intervention programs to support the most vulnerable families, and provide education, disability support, home-based care and out of home care for vulnerable children and young people in Victoria, New South Wales and Western Australia.

MacKillop has almost 1,500 staff, operating out of more than 50 sites, and has forecast annual revenue for the 2022/23 financial year of over \$213 million.

Like our founders, we are deeply committed to our work, and are driven by social justice. We believe every child should be protected from abuse, neglect and exploitation, and are a child-safe organisation that is committed to protecting and advocating for the best interests of children and families across all our programs.

Our work is underpinned by our values, and by a deep understanding of the impact of trauma, informed by the Sanctuary Model. Sanctuary is a blueprint for organisational change, which supports organisations to provide a safe, non-violent environment for people affected by trauma. It also supports staff and carers to form communities that are safe and caring, and to maintain a culture that reflects these qualities at every level within the organisation. MacKillop is the only licensed provider of training in the Sanctuary Model in Australia.

MacKillop is deeply committed to promoting diversity. Our diversity encompasses differences in race or ethnicity, gender identity, gender expression, intersex status, sexual orientation, language, age, religion, socio-economic status, relationship status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity makes us more creative, flexible, accessible and productive.

Our purpose

MacKillop Family Services continues our founders' passionate commitment to social justice – to work for the rights of children, young people and families to be safe, to learn, feel nurtured and connected to culture. We provide high quality services to promote healing from trauma and loss, and to enable hopeful futures.

MacKillop Family Services will care compassionately, respond large-heartedly and advocate courageously.

Our vision

Children, young people and families are welcomed and supported by MacKillop to be empowered and thrive.

Our values

We commit to the following five foundational values which we continue to embed in the culture of our organisation and practice:

JUSTICE. We believe in the right of all people to experience respect and to have access to quality services irrespective of sex, race, ethnicity, culture, language, religion, marital status, disability, sexuality or age. We advocate for inclusiveness and social justice in the wider community and commit to these principles across our organisation and all services we provide. ***We believe in the right of all people to be treated justly and fairly.***

HOPE. We commit to creating positive and hopeful relationships where people find meaning in their experiences and relationships and are able to learn, explore their strengths and create possibilities for growth and change. ***We seek to foster hope that assists people to find meaning.***

COLLABORATION. In our work with individuals, families and other organisations and groups, we commit to working in a collaborative spirit through cooperation, coordination, partnership and empowerment. ***We commit to working in a collaborative spirit through cooperation, coordination, partnership and empowerment.***

COMPASSION. Compassion is an attitude of the heart, an expression of our shared humanity and a deep desire to alleviate another's suffering. We commit to creating an attitude of openness to others and to their circumstances. ***We seek to foster compassion, an attitude of the heart and a response to exclusion and suffering.***

RESPECT. We value ourselves and other people, the earth and all creation. We seek to listen and learn from each other and build relationships with respect, being proud of what we hold in common and with understanding and tolerance of our differences. ***We seek to act with respect with regard to each other, the earth and all creation.***

Our Sanctuary Commitment

Our values are brought to life through our commitment to the Sanctuary Model. Sanctuary is an evidence-supported, whole-of-organisation framework that guides how we practice as an agency. Sanctuary enables a shared language, knowledge, and response to the impact of trauma and loss on all of us.

Our seven Sanctuary Commitments are as follows:

- Non-Violence - Mean what you say and don't be mean when you say it
- Emotional Intelligence - Look out for yours and other people's feelings
- Social Learning - We all learn from, and teach each other
- Democracy - Everyone is heard
- Open Communication - Be honest and share information
- Social Responsibility - We all help each other ... It takes a village to raise a child
- Growth and Change - Open to new ideas and ways of thinking

Position purpose

The Intensive Therapeutic Care (ITC) Therapeutic Youth Worker is responsible for the delivery of high quality therapeutic supports that promote the emotional, social and behavioural needs of vulnerable children and young providing Intensive Therapeutic Care. These supports are delivered in the ITC Home and the community.

The ITC Therapeutic Youth Worker works closely with the House Manager, Coordinator, Caseworker, Therapeutic Specialist, and other ITC staff to provide therapeutic care that supports young people to heal from trauma and achieve their full potential.

ITC supports young people with high and complex needs who are unable to be supported in foster care and require specialised and intensive supports to maintain stability in their care arrangements. Complex mental health, disability, emotional and behavioural issues are characteristics of these young people, resulting in behaviours that often present a risk to themselves and others in their immediate environment.

ITC:

- Provides therapeutic care tailored to the needs of each young person
- Has a strong focus on recovery from trauma
- Provides clear pathways to less intensive service types and permanency
- Provides a broader range of placement options for young people to achieve outcomes around mental health, physical health and education.

Primary objectives

The ITC Therapeutic Youth Worker will:

- Provide trauma-informed support that achieves positive outcomes for young people and their families;
- Provide young people with safety, stability, predictability and consistency by implementing the ITC House Guidelines and supporting the implementation of individual strategies and case plans;
- Participate in team meetings, house meetings and case review meetings to ensure that young people receive services that meet their needs.

Key result areas and responsibilities

The ITC Therapeutic Youth Worker will:

- Contribute to the development of a safe, nonviolent, nurturing home-like environment (both inside and outside) that supports the physical and emotional safety of each young person;
- Work collaboratively with the House Manager, Coordinator, Caseworker, Therapeutic Specialist and other ITC staff to develop and implement strategies and plans for individual young people that address presenting issues, facilitate growth and change through the development of new skills and perspectives and increase engagement in education, employment, training and community activities;
- Role model and reinforce positive behaviour through social learning, social responsibility and emotional intelligence;
- Contribute to the development, implementation and review of individual plans that support the emotional, social and behavioural needs of young people;
- Assist young people to develop independent living and life skills;
- Protect and respect the rights of young people;
- Safeguard the wellbeing of young people and report any concerns immediately;
- Support young people to remain connected to the significant people and places in their lives;
- Support young people to access information and experiences which assist them to develop a positive sense of identity;
- Promote democracy and support young people to engage in a participatory environment where they can have a say in and influence the decisions that affect their lives;
- Provide services that are sensitive to the needs of Aboriginal and Torres Strait Islander and CALD young people and their families.
- Provide supports that reflect MacKillop's values, policies and practice frameworks including the Sanctuary model;
- Be available to participate in a 24/7 rotating roster which includes day and night shifts, weekends and sleepovers;

- Provide support to children and young people including undertaking household duties such as cleaning, shopping and meal preparation as required;
- Work collaboratively with other MacKillop staff, service providers and families;
- Participate in team meetings, case conferences and case review meetings as required;
- Participate in the facilitation of psycho-education group work with young people;
- Maintain records and documentation as required;
- Ensure that client information is kept in a secure and confidential manner;
- Comply with MacKillop's administrative and financial management procedures;
- Participate in professional development opportunities as required;
- Participate constructively in supervision and performance appraisals;
- Identify practice improvements that contribute to better outcomes for children, young people and their families;
- Remain informed of developments in the Permanency Support Program and Intensive Therapeutic Care;
- Be available to undertake higher duties and/or secondment as required;
- Undertake other duties as required.

Key selection criteria

The successful applicant will have:

- The minimum qualification for this position is a Diploma of Youth Work, Community Services or equivalent;
 - New staff joining must have the minimum qualifications;
 - Existing staff have a transition period to gain the minimum qualifications;
 - Staff with experience may be eligible to apply for RPL;
 - For Aboriginal staff - a qualification is desirable but experience and willingness; to gain the minimum qualification is essential;
- Demonstrated ability to work therapeutically with young people with social, emotional and behavioural difficulties and young people who have experienced significant trauma and adversity;
- Demonstrated ability to implement case plans, behaviour support plan and safety plans for young people with complex needs including challenging behaviour;
- Knowledge and understanding of Aboriginal culture and values and an awareness of the current issues faced by Aboriginal children, young people and their families;
- Demonstrated experience working effectively within a team;
- Experience and understanding of WH&S issues in the workplace;
- Good written and verbal communication skills and ability to use Microsoft Office including Outlook and Word
- Current First Aid Certificate.
- A knowledge and understanding of Aboriginal culture and values and an awareness of the current issues faced by Aboriginal children, young people and their families

Other information

The incumbent is required to:

- Sign and actively abide by MacKillop's Code of Conduct.
- Observe and actively support MacKillop's P.8 People and Workplace Policy.
- Observe and fulfil health and safety responsibilities as contained within 'WHS-P-001 Responsibility Statements' document.

- Attend mandatory and other training as required.
- Actively participate in MacKillop's Bid Management process as required.
- Participate in and promote continuous quality improvement processes.
- Promote an environment that is culturally safe and strengths focussed.
- Abide by principles and commitments of the Sanctuary Framework.
- Incorporate cultural safety into your practice with Aboriginal families.
- The incumbent must possess a:
 - Valid and current NSW Drivers Licence.
 - Valid and current NSW Working with Children Check.
 - Valid and current NDIS Worker Check (for NDIS risk assessed roles).
 - Satisfactory criminal history check conducted by MacKillop Family Services.

Approval

• Director or General Manager's full name:	Jude Ekerick	Date:	6 September 2022
Director or General Manager's position title:	Director NSW South and ACT		
Incumbent's full name:			
Incumbent's signature:		Date:	



MacKillop Family Services acknowledges Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the Traditional Owners and Custodians of the land on which we live, work and play. We pay our deep respects to Elders past and present and acknowledge all Aboriginal children, young people, families and staff who are a part of MacKillop Family Services.



MacKillop celebrates and draws strength from diversity and respects the dignity of all people. Every person at MacKillop has the right to be safe and to be treated justly. We value every person's ability, cultural or linguistic backgrounds, ethnicity, sexual orientation, gender identity, gender expression, intersex status, relationship status, religious or spiritual beliefs, socio-economic status, and age.