



Team Leader – Residential Services

Salary Range \$82,063 – \$88,307

Positions in Northern & Southern Adelaide

Multiple full time positions

Aboriginal and Torres Strait Islander people are strongly encouraged to apply

Your new employer

Aboriginal Family Support Services is a lead, Aboriginal Community Controlled Organisation that has been providing services to Aboriginal families and communities across South Australia for over 40 years.

Your new role

Is 'hands on' leading and working alongside a team of Support Workers providing care and support in a 24-hour residential setting for children and young people, ranging in age from infants to teens, who are unable to live with their families. These positions based both in the Metro North and South, operate during business hours Monday to Friday under a flex-time arrangement, but also undertake after hours 'On-Call' responsibilities. This is a rewarding opportunity for you to help our clients reach their full potential.

Who we are looking for

You are a self-motivated leader with well developed communication and problem solving skills. You have the ability to ensure quality service delivery and that work practice is culturally safe and of a high professional standard. You are passionate about caring for and improving the lives of and can interact easily and comfortably with Aboriginal children and young people. You understand the impact of abuse and neglect on children and young people and can offer support when faced with challenging behaviours.

To be successful you will need

- A minimum Certificate IV in Child, Youth & Family Intervention or Certificate IV in Community Services Work
- A current South Australian Working With Children Check (WWCC)
- A current NDIS Worker Check (NDISWC)
- To be assessed as suitable via a Psychological Suitability Assessment
- A current Provide First Aid Certificate (HLTAID003/HLTAID011)
- An unrestricted current South Australian Drivers Licence (P2 and above),
- A Safe Environments for Children and Young People Certificate
- Unrestricted eligibility to work in Australia
- Confirmation of being fully vaccinated for COVID-19 and a booster or a medical exemption

Don't have a WWCC? You can apply on-line at www.screening.sa.gov.au

Ideally you will have

- Qualifications in Social Work, Social Sciences or Community Services, or similar; or appropriate demonstrated knowledge and competencies

Working in a not for profit agency you can salary sacrifice to increase your take home pay.

If this sounds like you scroll down to view the Job & Person (J&P) Specification

Then tell us in a 2 page cover letter (that reflects the Job and Person Specification) why you're a good fit for this job and send this with your resume to recruitment@afss.com.au

For more information please call Alan Benger 0467 596 398 (Mon-Fri 9am to 5pm)

Applications close 9am Tuesday 23 January 2024

We look forward to receiving your application, however if you do not provide a 2 page cover letter addressing your skills and experience against the Job and Person Specification KRA's, we are unlikely to consider your application, add your preferred area that you are applying for. AFSS reserves the right to commence interviews prior to closing date, and may fill the role if a suitable candidate is identified



Aboriginal Family Support Services

Job and Person Specifications

Job Title: **Team Leader – Residential Services**

Name:

Program Overview	AFSS provide a range of services across South Australia including Out of Home Care - Residential Care Services which provide emergency, short term and long term care for Aboriginal children and young people under the Guardianship of the Chief Executive . The children and young people, up to 18 years of age, are cared for in a home style setting with staff on a 24/7 roster – 365 days a year.
Position Objective	Team Leader is responsible to enhance and ensure the delivery of culturally responsive, therapeutically informed programs and services that facilitate the healthy development and wellbeing of Aboriginal children and young people who are unable live with their family or be placed with a foster family
Reporting Relationships	The Team Leader reports directly to the Manager Residential Services. The Manager reports to the Senior Manager Residential Services Metro. The Senior Manager reports directly to the CE.
Funding Sources	- Department for Child Protection
Award / Salary	Social, Community, Home Care and Disability Services Industry Award 2010 - Salary: position starts at Level 4, Step 1
The Job	Job Specification
Key Result Areas	The Key Result Areas outline expectations AFSS has of its Team Leaders. They align with AFSS Aspirations, Values and Strategic Plan and to requirements as outlined in both State and Australian Government Service Agreements. Team Leaders will be required to participate in regular supervision with their Manager against each of the Key Result Areas below.
<u>Key Result Area One</u> Facilitate the Development of Social and Living Skills	The Team Leader ensures that Support Workers facilitate the development of social and living skills of Aboriginal children and young people within a culturally responsive, therapeutically informed environment by: <ul style="list-style-type: none"> - Engaging with Aboriginal children and young people to support them in all aspects of life, both in the home and wider community - Maintaining positive social and professional interaction with Aboriginal children and young people as well as other staff members - Developing and facilitating cultural, educational, and recreational activities both in the home and wider community - Providing structure, routines and positive role modelling for Aboriginal children and young people - Providing the opportunity for Aboriginal children and young people to develop age appropriate life skills - Ensuring routine tasks are completed to maintain residence and to meet physical needs of child and young person - this includes daily household cleaning and cooking tasks - Ensuring Aboriginal children and young people are supported to transition in and out of AFSS residential services. - Ensuring young people have structured transition plans that support them into independent living. These plans must be developed in consultation with young people and significant people in their lives.



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<p><u>Key Result Area Two</u></p> <p>Assess and Respond to Individual Needs</p>	<p>The Team Leader mentors and supports Youth Support Workers to assess and respond to the individual needs of Aboriginal children and young people through:</p> <ul style="list-style-type: none"> - Observing and accurately recording behaviours, needs and interactions of Aboriginal children and young people - Engagement in educational, recreational and community based activities as appropriate, and in accordance with the child or young person's case plan or cultural plan - Maintenance of family, country, culture and community connections as outlined in care and cultural plans - Sensitive responses to information given by Aboriginal children and young people - Respect and understanding of Aboriginal children and young people's personal beliefs and Cultural values - Listening to and recording children's and young people's opinions and decisions that affect them - Participation in relevant meetings and appointments affecting Aboriginal children and young people - Contributions to the development, implementation and review of care and cultural plans.
<p><u>Key Result Area Three</u></p> <p>Learning and Engagement with Service</p>	<p>The Team Leaders facilitates and assists Support Workers to maintain an ongoing commitment and improvement to professional development and review of services by:</p> <ul style="list-style-type: none"> - Ensuring practises are compliant with sector standards of care - Ensuring ongoing professional development by attending and participating in training opportunities as identified by AFSS - Participating in regular supervision and completion of Individual Work Plans with the Manager - Coordinating and facilitating Team Meetings in consultation with Manager.
<p><u>Key Result Area Four</u></p> <p>Administration and Transparency</p>	<p>The Team Leader guides Support Workers in their attention to and completion of administrative tasks including data reporting and the use of AFSS processes and tools to manage workloads and priorities by:</p> <ul style="list-style-type: none"> - Ensuring that all client contact and engagement is appropriately documented and recorded through AFSS data systems (CRM, Log Books, Communication books, etc) - Ensuring the appropriate use of AFSS Attendance System and Intranet is maintained - Ensuring that Application for Leave forms and supporting documentation are lodged within appropriate timeframes - Actively participating in the on call roster, as required.
<p><u>Key Result Area Five</u></p> <p>Service Excellence and Continuous Improvement</p>	<p>The Team Leaders provide supervision, guidance and mentoring to Support Workers to maintain an ongoing commitment to continuous improvement in the provision of services to internal and external stakeholders by:</p> <ul style="list-style-type: none"> - Actively demonstrating a commitment to Service Excellence across AFSS - Demonstrated application of the ability to function autonomously when required as well as a strong focus on teamwork - Abiding by AFSS policies and procedures, Aspirations, Values and Strategic Plan - Participating in continual improvement processes across all levels of AFSS - Acting as an ambassador for AFSS during all interactions with clients, communities, partner agencies and services.



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The Person	Person Specification
Qualifications	<p>A minimum of a Certificate IV in Community Services/Youth Work or equivalent, or currently studying, knowledge and competencies.</p> <p>Or qualification in an appropriate social science discipline such as Social Work, Behavioural Sciences, Community Services, Youth Services and related fields.</p>
Experience	<p>Experience in working with Aboriginal children and young people at risk.</p> <p>Experience in recreational, practical and social living skills programs for Aboriginal children and young people.</p>
Skills	<p>Demonstrated ability to relate to Aboriginal children and young people and to work with them to achieve change and quality outcomes., Demonstrated ability to work within a team and communicate effectively., Computer literacy with the Microsoft Office suite of products., High-level organisational and interpersonal skills., , Demonstrated report writing skills. Demonstrated ability to positively interact with AFSS staff, clients, sector representatives and community.</p>
WHS	<p>AFSS is committed to WHS across all activities and program areas and all employees are required to actively participate in WHS policies, practices and procedures.</p>
Knowledge	<p>An in-depth knowledge and working understanding of Aboriginal communities across South Australia and the issues faced by Aboriginal children, young people, families and communities.</p> <p>An in-depth understanding and up to date knowledge of Trauma Informed practices and Therapeutic Residential Care.</p>
Travel	<p>Intrastate travel may be required for this role and includes a requirement to fly on smaller planes (eg REX)</p>
Licences / Screening	<p>All AFSS positions require employees to hold and maintain a current South Australian Drivers Licence, Safe Environment for Children and Young People Certificate, and a Working with Children Check (WWCC). Assessment as suitable via a Psychological Suitability Assessment and a Provide First Aid Certificate (HLTAID003/HLTAID011/HLTAID012), Fully vaccinated against Covid 19 and a booster or a medical exemption, are required for direct client work in all residential based positions. These requirements are mandatory - there are no exceptions.</p>
Disclaimer	<p>The above is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall business objectives of the organisation.</p>