

POSITION DESCRIPTION

ASSERTIVE OUTREACH TEAM LEADER – CHILDREN & YOUTH SERVICES

Level	SCHADS 4 - 5
Employment Type	Full-time
Reports to	Clinical Operations Manager

Purpose of the Position

The Assertive Outreach Team Leader is responsible for the day-to-day leadership and coordination of Carpentaria's Assertive Outreach program, providing safe, therapeutic, and culturally responsive care for children and young people.

The Carpentaria Assertive Outreach Program provides mobile, intensive engagement and stabilisation support to children and young people who have disengaged from placement, are self-placing, or are at risk of placement breakdown. Assertive outreach is aimed at addressing the complex needs of self-placing and dis-engaged children and young people to reduce harm, minimise police involvement and strengthen young peoples' connection with family and community supports.

The Program operates alongside the Intensive Therapeutic Residential Care (ITRC) service to prevent crisis escalation, restore safety and connection, and support young people to re-engage with therapeutic care and stable living arrangements.

Tasks and Responsibilities

- Provide continuity of care, provision of basic needs, monitoring wellbeing, safety planning as aligned with a young person's care plan with children who elect to self-place.
- Work in collaboration with Therapeutic Specialists and Cultural Advisors to guide practice, assessment and decision making to provide culturally safe and proactive case management to children and young people.
- Deliver holistic practical supports to children and young people that is trauma informed and evidence based.
- Support the safety and wellbeing needs of children and young people while prioritising their choice, privacy and voluntary participations thereby fostering trust and sustained engagement.
- Provide on-the-ground leadership, mentoring, and coaching to Youth Support Workers, modelling best practice through shadowing and real-time feedback.
- Support staff induction, contribute to rostering, and conduct monthly supervisions that include structured support, performance feedback, and reflective practice.
- Foster a positive, reflective team culture through informal debriefs, reflective conversations, and alignment with Strong Teams & Reflective Practice principles.
- Coordinate outreach deployments and ensure safe practice standards.
- Ensure compliance with relevant legislation, organisational policies, and quality standards, including the Care and Protection of Children Act 2007 (NT).

Essential Criteria

- Minimum Certificate IV in Child, Youth and Family Intervention, Diploma of Welfare, or an equivalent qualification in community services.
- Experience working in OOH, youth services, or child protection environments.
- Demonstrated ability to lead practice within a team environment.

- Have well-developed communication and interpersonal skills including the ability to work and communicate effectively with children and young people in various self-placing environments.
- Ability to work in a hands-on, fast-paced residential environment.
- Knowledge of legislative and policy frameworks relevant to OOHC in the NT.
- Understanding of trauma-informed care, behaviour support, and safeguarding practices.
- Have relational and engagement skills and experience working with highly vulnerable, disengaged young people.
- Have capacity to provide a crisis response including after-hours support.
- Current Ochre Card, Criminal History Check, NDIS Worker Screening Clearance, NDIS Worker Orientation, First Aid & CPR Certificate and NT Driver Licence.

Preferred Criteria

- Experience working with Aboriginal and Torres Strait Islander children, families, and communities.
- Understanding of therapeutic care models and cultural safety frameworks.
- Experience supporting young people with complex trauma or complex behaviours.

Values and Behaviours Required

- Embody Carpentaria's Values and Principles of Good Practice through a human rights-based approach.
- Demonstrated commitment to work respectfully and inclusively with Aboriginal and Torres Strait Islander and culturally and linguistically diverse people.
- Demonstrated adherence to legislation, policies and procedures and a commitment to Equal Employment Opportunity, WHS, Risk Management and Quality Improvement practices.

Authorised by the CEO:



Date:

11/05/2016