



Tasmanian Aboriginal Centre (TAC) Position Description

Position Title: Team Leader – Youth Justice	Section: Community Services Division
Location: Statewide	Reviewed Date: July 2026
Industrial Instrument: Tasmanian Aboriginal Corporation Enterprise Agreement 2025	Classification Level: 6
	Position Status: Permanent
Position Type: Full time or part time	Hours per Fortnight: up to 72.5
Reports to: Manager - Youth Justice Reform	
Positions reporting to this position: Youth Workers	

Purpose of Position:

The Youth Justice Team Leader provides day-to-day leadership, guidance and support to Youth Workers working with Aboriginal children and young people who are at risk of or involved in the youth justice system.

The role supports culturally safe, trauma-informed and community-led practice, contributing to coordinated responses that strengthen outcomes and reduce contact with the youth justice system. This includes working alongside young people, families, community and services to support connection, stability and wellbeing.

This role requires a strong commitment to Aboriginal community, cultural safety and self-determination, alongside the ability to lead with professionalism, initiative and accountability.

Duties:

- Provide day-to-day leadership, guidance and support to Youth Workers
- Support the delivery of culturally safe, trauma-informed services to children, young people and families, including those with complex needs
- Guide the development and implementation of Youth Support Plans and safety plans, including monitoring engagement and follow-up actions
- Respond to risk, crisis and escalation in a timely, coordinated and culturally appropriate manner
- Build and maintain strong relationships with Aboriginal community, families and relevant services
- Advocate for young people through participation in internal and external meetings
- Monitor service delivery to ensure quality, consistency and alignment with TAC values and practices
- Maintain accurate records and contribute to reporting, program development and team planning
- Participate in supervision, team meetings and professional development
- Ensure compliance with TAC policies, procedures, legislative requirements and safety obligations
- Undertake other duties within the scope of the role

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Key Responsibility Areas:

Leadership and Team Support

- Provide day-to-day guidance, coaching and support to Youth Workers
- Promote reflective practice, accountability and strong team communication
- Support a positive, respectful and culturally safe team environment
- Ensure work aligns with legislation, policies and organisational requirements

Service Delivery and Outcomes

- Support effective engagement with children, young people and families
- Ensure planning, documentation and follow-up actions are completed
- Monitor participation and identify and address barriers to engagement
- Contribute to improved outcomes, including reduced youth justice involvement

Cultural Practice and Community Connection

- Ensure work reflects Aboriginal cultural values, identity and community expectations
- Promote cultural connection and strengthen identity in practice
- Maintain strong relationships with community and TAC programs

Collaboration, Networking and Advocacy

- Build and maintain relationships across community, services and stakeholders
- Support coordinated and integrated responses for young people and families
- Advocate for culturally safe and appropriate service responses

Professional Practice

- Maintain confidentiality, professionalism and ethical behaviour
- Participate in supervision, training and ongoing development
- Represent TAC in a respectful and culturally appropriate manner

Safety and Wellbeing

- Promote the safety and wellbeing of staff, children and young people
- Contribute to risk management and safety planning
- Comply with duty of care, WHS requirements and organisational procedures

Expected Behaviours and Personal Attributes:

- Demonstrated ability to lead and support staff in a frontline service environment
- Strong understanding of culturally safe practice and Aboriginal community-led approaches
- Ability to build trust-based relationships with children, young people, families and community
- Commitment to improving outcomes for Aboriginal children and young people
- Strong communication, organisational and problem-solving skills
- Ability to manage competing priorities and respond effectively to complex and dynamic situations
- Trauma-aware, strengths-based and culturally respectful approach
- Personal integrity, accountability and professionalism
- Lived experience and/or strong connection to Aboriginal community

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Competency, Skills, Knowledge, and Experience

Selection Criteria:

Essential:

- Experience working with children and young people, including those at risk of or involved in youth justice
- Demonstrated ability to support and guide staff in a team environment
- Strong understanding of culturally safe practice and Aboriginal community-led approaches
- Ability to build relationships with Aboriginal community, families and services
- Ability to respond to complex situations, manage risk and advocate for young people
- Strong communication, organisational and networking skills
- Commitment to improving outcomes for Aboriginal children and young people through cultural connection, community relationships or lived experience

Desirable

- Relevant qualification in youth work, community services or related field
- Experience working within or alongside youth justice systems

Pre-employment Conditions:

Evidence of the following must be provided prior to appointment to the position:

1. A current valid driver's licence
2. Full COVID-19 vaccination record
3. Current Working with Vulnerable People Card
4. National Police Check

Pre-employment Checks:

The Tasmanian Aboriginal Centre has determined that the person nominated for this job is to satisfy pre-employment checks before taking up the appointment. These may include:

1. Conviction checks in the following areas:
 - a. Crimes of violence
 - b. Sex Related offences
 - c. Serious drug offences
 - d. Crimes involving dishonesty
2. Education and Care/Childcare Safety Screening
3. Identification check
4. Medical examination to certify ability to undertake tasks required for this position.
5. COVID 19 Vaccination certificate.

Position Description approved:

CEO's

SIGNATURE _____ DATE _____

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This position description accurately describes the full set of duties and responsibilities of my position. I understand my responsibilities and am committed to carrying them out in line with the TAC's values, Code of Conduct, policies and procedures, and legislative requirements.

EMPLOYEE'S NAME _____

AND

SIGNATURE _____

DATE _____

MANAGER'S

SIGNATURE _____ DATE _____