

POSITION DESCRIPTION

Directorate: Health and Community Services

Position Title: Youth Worker

Division: Children, Youth and Families

Classification: Youth Worker 1/2

Business Unit: Youth Justice and Adolescent Services

Position Number: P09107, Several

Section: Bimberi Youth Justice Centre

Location: Kenny ACT

Last Reviewed: August 2026

DIRECTORATE OVERVIEW

The Health and Community Services Directorate (HCSD) delivers a broad range of health and human services to support the wellbeing of the ACT Community and ensures our public health system meets the community's needs, now and into the future. HCSD provides strategic leadership on policy and population health direction for the ACT health system, ensuring services are innovative, effective, and responsive to community needs.

Alongside health strategy, HCSD is responsible for a range of human services including multicultural affairs, services for older people, housing, women's initiatives, family and domestic violence and homelessness services, and support for children, youth, and families. The Directorate also leads community disaster recovery and Aboriginal and Torres Strait Islander engagement.

HCSD is an inclusive employer where all people are respected and valued for their contribution. We strongly encourage and welcome applications from Aboriginal and/or Torres Strait Islander people, People with Disability, people from culturally and linguistically diverse backgrounds, veterans, mature age workers and lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) people.

DIVISION OVERVIEW

Children, Youth and Families (CYF) is a division of HCSD. It works in partnership with the community to protect children and young people from being harmed and from harming others. CYF also works in partnership with families, carers and community agencies to ensure children and young people are safe and achieve the best possible life outcomes.

Next Steps for Our Kids 2022-2030 captures a vision for an ACT child protection system which places the needs of children and young people at the centre of its mission and prioritises their best interests as the paramount consideration in decision making.

CYF deliver a family services model that integrates family support and targeted prevention with statutory interventions and out of home care (OOHC). The model ensures effective supports for children and young people are in place and enhances our response to work with Aboriginal and Torres Strait Islander families and communities.

This model drives greater focus on targeted prevention programs, and specialised adolescent services that acknowledge the unique needs of young people engaged, or at risk of engaging with the youth justice system.

BUSINESS UNIT OVERVIEW

The Youth Justice and Adolescent Services Branch (YJAS) is a Branch with a newly expanded remit. Previously only responsible for custodial youth justice services, the YJAS is undertaking significant policy and service design reform work, including to operationalise the 'Raising the Minimum Age of Criminal Responsibility' reform and build new service relationships— both within the ACT Government and with the community sector.

Primary functions of the Youth Justice and Adolescent Services branch include:

Custody – Operational arm managing the day-to-day functions of Bimberi Youth Justice Centre (Bimberi). This unit focuses on delivering evidence-based and developmentally appropriate, human rights compliant youth detention facility.

Youth Justice Adolescent Services – This stream is inclusive of community residential services (Narrabundah House and Franklin House), youth justice casework and the Intensive Adolescent Service.

Bimberi Youth Justice Centre

Bimberi Youth Justice Centre (Bimberi) is a human rights compliant youth detention facility. The Centre provides safe and secure accommodation for young people between the ages of 14 and 21 years, who are remanded in custody or sentenced by the ACT Childrens or Supreme Courts.

The Bimberi team is led by the Centre Manager and Deputy Manager, and the team consist of: Operations Manager, Bimberi Principal Practitioner, Programs and Services Manager, Unit Managers, Team Leaders and Youth Workers. The Bimberi operational team are supported by experienced support services team, Intelligence and Classification Officer, Training Officer, Health and Safety Officer, business support and administration.

POSITION OVERVIEW

Youth Workers play an important role in supporting and supervising young people at the Bimberi Youth Justice Centre. If you are passionate about changing lives for the better, becoming a Youth Worker is the ideal place to start.

As Youth Workers, we empower young people to steer their lives in a more positive direction. We act as role models by:

- Supporting young people to establish healthy routines and develop independence.
- Coaching young people in prosocial behaviour and building social skills to improve their positive community participation.
- engaging young people in education through ongoing encouragement and mentoring
- helping young people to develop positive family and peer relationships.
- facilitating support from other services such as health and mental health providers, educators, and disability organisations
- Maintaining a safe, healthy, caring and supportive environment for young people with a strong focus on promoting Aboriginal and Torres Strait Islander cultures, protocols and practices.

Youth Workers are required to work shift work and provide direct supervision and guidance to young people, supporting them through all elements of their day. Youth Workers play an important role in identifying and managing risk and maintaining the safety and security of Bimberi Youth Justice Centre.

Successful applicants will be provided with nine weeks paid induction training that covers topics including legislative obligations, Human Rights, trauma informed and therapeutic practice, responding to critical situations (including Use of Force) and behaviour management.

WHAT YOU WILL DO

Through positive relationships with young people, ensure the care, supervision and safe custody of young people at Bimberi Youth Justice Centre

- Provide advice and guidance to young people to improve their living skills, development and social interaction, as well as implement effective behaviour management, conflict resolution and harm minimisation strategies.
- Maintain a safe, healthy, caring and supportive environment for young people with a strong focus on promoting Aboriginal and Torres Strait Islander cultures, protocols and practices.
- Engage and liaise with a range of internal and external stakeholders including community agencies, government services, legal representatives, courts and tribunals, and represent Children, Youth and Families and the Community Services Directorate.
- Provide leadership in collaborative practice with young people, their families, carers, government and non-government agencies to facilitate improved outcomes within a statutory framework.
- Maintain high quality, accurate, timely record keeping practices in line with the requirements of the *Territory Records Act 2002* that also facilitates transparency in decision making and assists in making it easy to work with us.
- Work as a member of a team to maintain the safety and security of Bimberi Youth Justice Centre to undertake a range of operational posts. Roles and functions of the Youth Worker is consistent with the *Children and Young People Act 2008*.
- These positions involve shift work.

WHAT YOU REQUIRE

Professional / Technical Skills and Knowledge

1. Strong interpersonal and communication skills.
2. Passionate about working with young people – you strive to engage and empower them to change their lives for the better.
3. Cooperates and works well with others in pursuit of team goals. Collaborates and shares information.
4. Demonstrate an understanding of and commitment to fostering culturally safe and inclusive practices for Aboriginal and Torres Strait Islander young people, ensuring respect, dignity, and culturally responsive support in all interactions.

Behavioural Capabilities

Care, supervision, safety, and support form the foundation of this role. We look for people who are:

5. Dedicated and resilient – you are committed to following procedures, can deal with confronting situations, and thrive on challenges.

6. Proactive – you are constantly thinking of new ways to solve problems and address issues.
7. Demonstrate achievement in modelling ethical behaviour aligned to ACT Public Service Values and Signature Behaviours.

Compliance Requirements / Qualifications

- Completion or partial completion of the Youth Worker Level 3 or 4 certification or qualification in the behavioural sciences is desirable, though not mandatory.
- This position does require an ACT Working with Vulnerable People Check.
- This position does require a First Aid Certificate.
- Driver's license is essential.

HOW TO APPLY

The following questions and capabilities form the **selection criteria** that are required to perform the duties and responsibilities of the position.

1. Why are you interested in being a Youth Worker at Bimberi Youth Justice Centre?
2. What skills will you bring to the Youth Worker role?
3. What do you think teamwork means?
4. What is your experience working with Aboriginal and/or Torres Strait Islander people and your understanding of culturally responsive practice.
5. HCSD values are Respect, Integrity, Collaboration and Innovation. What value aligns with you the most and why?

WORK ENVIRONMENT DESCRIPTION

The following work environment description outlines the inherent requirements of the role of Youth Worker and indicates how frequently each of these requirements would be performed. Please note that ACTPS is committed to providing reasonable adjustment and ensuring all individuals have equal opportunities in the workplace.

ADMINISTRATIVE	FREQUENCY
Telephone use	Frequently
General computer use	Frequently
Extensive keying/data entry	Frequently
Graphical/analytical based	Never
Sitting at a desk	Frequently
Standing for long periods	Frequently
Designated workstation	Never
STANDARD HOURS	FREQUENCY
Flexible working hours (access to flex time)	Never
Fixed or specified start/finish times	Frequently
Expected to work extensive hours over a significant period due to the nature of the duties	Occasionally

Peaks and troughs	Occasionally
Frequent overtime	Occasionally
Rostered shift work	Frequently
SOCIAL DEMANDS	FREQUENCY
Work with others towards shared goals in a team environment	Frequently
Work in isolation from other staff (remote supervision)	Never
Working in a call centre environment	Never
Working directly with the public	Frequently
PHYSICAL DEMANDS	FREQUENCY
Distance walking (large buildings or inter-building transit)	Frequently
Working outdoors	Frequently
MANUAL HANDLING	FREQUENCY
Lifting 0 – 5kg	Frequently
Lifting 5 – 10kg	Occasionally
Lifting 10kg+	Occasionally
Climbing	Occasionally
Reaching	Occasionally
Bending/squatting	Occasionally
Push/pull	Occasionally
Sequential repetitive movements in a short amount of time	Occasionally
TRAVEL	FREQUENCY
Frequent travel – multiple work sites	Occasionally
Frequent travel – driving	Occasionally
Frequent travel – interstate	Occasionally
SPECIFIC HAZARDS	FREQUENCY
Working at heights	Never
Exposure to extreme temperatures	Occasionally
Operation of heavy machinery e.g. forklift	Never
Confined spaces	Never
Excessive noise	Never
Low lighting	Occasionally
Handling of dangerous goods/equipment	Never
Working with asbestos	Never
Potential to encounter agitated customers	Frequently
Exposure to potentially distressing case material	Frequently
OTHER	FREQUENCY
Uniform required	Frequently
Personal Protective Equipment (PPE) required	Occasionally