



Position Description: Youth Engagement & Development Worker

Position Title	Youth Engagement Development Worker
Organisation Division	Community Services
Reports to	Team Leader/MCS Manager
Classification	Schads Award – Level 2
Employment Status	Casual

About Merriwa

Merriwa Industries is a social enterprise that uses commercial success to create lasting social impact. We deliver high-quality products and services across four key divisions – Primary & Secondary Contract Packaging, Community Services, Park Lane Retail and Production Nursery and Landscaping Grounds Maintenance.

Merriwa is driven to remove barriers for people with disability to meaningful employment and social participation. 300 employees, 60% of whom are employees with disability, achieve a turnover of approximately \$25 million.

Our inclusive employment model provides people of all abilities with real, long-term learning and career opportunities. Our programme of out-of-home care for children with disability, reflects our deep commitment to safety, inclusion and wellbeing.

Our Leadership Principles

At Merriwa we lead with integrity and an open mind. We care for everyone in our team. We support and develop people to reach their potential and are invested in their success.

Empathy:

We listen to understand the feelings and emotions of our team.

Respectful:

We treat people as we wish to be treated with dignity, honesty, and fairness.

Inclusive:

We create a space where our team are actively encouraged to participate safely.

Empowering:

We hear our teams, their opinions matter and everyone contributes to a shared responsibility.
You will see these behaviours in action every day.
Our leadership is our enduring legacy to the Merriwa Community.



Role purpose

The Disability Youth Engagement and Development Worker is required to provide high quality, responsive support to children and young people in out of home care. The position holder actively participates in the child or young person's day to day living and supports their health, wellbeing and development whilst undertaking all administrative requirements and household duties. The role contributes to the creation of an environment that embraces diversity, all abilities, and where children, young people and team members feel respected and have purpose.

Skills and attributes

Essential

- A recognised and relevant qualification in residential care, at minimum Certificate IV in Child, Youth and Family Intervention or relevant qualification in line with Minimum Qualification Requirements Care Workers in Victoria.
- Completion of or willingness to complete mandatory units of competency, which covers trauma, working in residential care and managing behaviour (it is a mandatory requirement that all staff without the mandatory units of competency commence this qualification within 12 months of employment).
- Current driver's licence.
- A valid Working with Children's Check prior to commencement.
- A current First aid and CPR qualification prior to commencement.
- Prepared to undergo a Police Check prior to commencement.
- Undertake Disqualified Carers Check prior to commencement.
- Undertake NDIS Worker Screening Check prior to commencement.
- Undertake screening from the Worker and Carer Exclusion Scheme.

Desirable

- Experience in the provision of care and support to young people in "out of home care."
- Experience in supporting people in achieving their goals and developing daily living skills.

Knowledge, Skills, and Abilities required to fulfill the role

- Excellent written and oral communication skills with the capacity to advocate, engage and negotiate with relevant stakeholders, including school/educational networks and family where appropriate.
- Able to play a key role as a member of the child or young person's care team.
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.
- The ability to work collaboratively and effectively in a team to accomplish goals.
- Demonstrated capacity engaging children and young people and the ability to not only work with displays of emotional and behavioural dysregulation but to be able to understand the underlying causes.
- Ability to exhibit empathy for children and young people in our care in an open minded and non-judgemental manner.
- Demonstrated understanding or willingness to learn appropriate legislation, policy and issues relating to children and young people involved with Children Protection and Youth Justice and Disability Services.
- Highly developed capacity for emotional self-regulation including the capacity to set and maintain consistent boundaries to provide safety, stability, and consistency.
- The ability to contribute to creation of work environment that embraces diversity, all abilities employees, and where team members feel respected and have purpose.



Areas of Responsibility

PRIMARY OBJECTIVES

- Ensure an encouraging safe and secure environment for children, young people, and staff.
- Encourage and support the children and young people to build strong connections within the community, and maintain contact with family, friends, and other networks.
- Encourage and model positive behaviours and skills required to successfully transition to independent living.
- Support the young person to achieve their potential and the desired outcomes of their individual plans and / or aspirations.
- Empower the children and young people to have a voice and actively listen and respond to their views.

SPECIFIC RESPONSIBILITIES

Direct Service Delivery

- To participate in the day-to-day operation of the house including performing and involving the children and young people in all household duties as age appropriate.
- Ensure the children and young people are provided with a nutritionally balanced diet.
- Encourage, provide, and participate in appropriate recreational activities for and with the children and young people.
- Support the children and young people to maintain important links with their family of origin, friendship networks and the local community.
- To provide a high standard of emotional and physical care to the children and young people living in the house, ensuring their safety and wellbeing.
- Have input to the development and implementation of the individual's behaviour support plans, LAC, crisis management plans and house plans.
- To actively support the children and young people's integration into schools, employment or appropriate day programs or therapeutic programs that will meet their individual needs.
- To provide the children and young people with access to regular recreational and leisure activities.
- To liaise with counsellors, health workers, drug, and alcohol agencies and other professionals involved in the young people's lives, as required.
- To provide the children and young people with quality feedback in relation to their progress achievement and behaviour.

Administration

- To record accurately and appropriately all information and activities regarding the children and young people in their files.
- Maintain accurate records such as communication book, diary, handover sheets, daily updates, etc, ensuring all relevant information is recorded.
- To record all financial information accurately and maintain receipts.
- To notify the appropriate personnel (Team Leader / Manager / On Call staff member) of incidents as they occur and complete reports as required.
- To ensure that a detailed handover is given to the incoming workers.

Other

- To undertake other duties appropriate with the role.
- Support the continuous improvement of Merriwa Community Services through the provision of work improvement notices, maintenance, and review of the quality register.



- Ensure weekly menu planning is in place within the houses.
- Ensure daily notes, event reports and critical incidents are reported in a timely manner.

Expectations

- Conduct oneself in accordance with the Merriwa Code of Conduct which is underpinned by the values of prosperity, responsibility, integrity, diversity, and excellence within the principles of continuous improvement and health and safety.
- Always maintain professionalism and respect the confidentiality of the young people, co-workers, and the organisation.
- Report any breaches of the Merriwa policies and procedures to your Team Leader or Manager MCS Quality & Sustainability.

Approved by:

Name: Paul Knowles

Signed:

Dated:

Senior Manager Community Services

Accepted by:

Name:

Signed:

Dated:

Youth Engagement Development Worker

