

Position Description

Casual Youth Worker - Individual Support Services (ISS)

Location:	Townsville	Reports To:	Team Leader
Award:	Social, Community, Home Care and Disability Services Industry Award, Level 3	PD Date:	September 2026

About us

Act for Kids is a prominent provider of prevention, professional therapy and support services for children who have suffered abuse and support for families at risk. With over 30 centres nationally, we have supported thousands of children and their families for more than 30 years. In 2024-2025 we provided services to 37,171 people, including over 21,780 children.

Our unique multidisciplinary teams provide integrated therapy, sexual abuse counselling, safe houses in remote Indigenous communities, information, advice and referral services, intensive family support and preschools designed for children with additional development needs to ensure we set them up for success at school.

About our commitment

- Our vision is that all kids have a safe and happy childhood.
- We are a child safe organisation and all children who come into contact with our services will be provided with a welcoming and safe service.
- We are committed to working with Aboriginal and Torres Strait Islander peoples to design and deliver services that best strengthen our support to their children, families and communities.
- We are dedicated to creating a culture where physical, psychological, and emotional safety is a priority and to actively embed strong health and safety practices in our everyday work.
- We are committed to diversity, equity and inclusion, creating a workplace where everyone belongs and delivering inclusive, culturally safe and affirming services.

About our values

At Act for Kids our exceptional organisational culture is aligned to our values, which guide how we work and interact. You will be part of a *team* that is *professional, ethical, caring, courageous* and *collaborative* and we expect you to demonstrate these behaviours throughout your career with us.

About Cultural Humility

Act for Kids is committed to truth-telling and walking alongside Aboriginal and Torres Strait Islander children, families and communities on a journey of healing, self-determination, and hope. We acknowledge our responsibility to lead with respect, authenticity and cultural humility, creating culturally affirming and safe workplaces. We are committed to the recruitment and retention of First Nations team members and provide opportunities for meaningful connection and cultural peer support. Our [Innovate Reconciliation Action Plan 2025 – 2027](#) sets out our reconciliation vision and the practical actions we are taking.

About the program

The Individual Support Services (ISS) Program works in partnership with Child Safety to provide holistic trauma-informed support to children in the child protection system. The ISS team works in close collaboration to deliver bespoke support packages informed by each child's needs and focuses on increasing the capacity of their support network to meet these.

This ecological model provides specialist attachment-based coaching and mentoring to carers and stakeholders, therapeutic care coordination, practical in-home therapeutic support, specialised therapy and psychoeducation based on a thorough assessment of the child and their support network. The program supports children who have experienced significant levels of toxic stress, trauma and adverse childhood experiences resulting in highly complex behaviour and attachment patterns indicative of intense cumulative harm.

About the position

The position will proactively engage, build rapport and connection, and provide time-limited complex youth work intervention to children and young people within the Individual Support Services (ISS) Program.

Key responsibilities

- Proactively engage, build rapport and connection and provide time-limited intervention to high-risk children and young people in families with complex trauma.
- Work collaboratively with ISS team and other professionals and agencies to ensure the child/young person's goals are achieved.
- Practically support and encourage school participation and relationship with educational environment.
- Follow the guidance and direction from lead practitioners to ensure practical support to children and young people is achieved.
- Provide transport to children and young people for case goals to be achieved.
- Facilitate social learning, community connectedness, good health and wellbeing.
- Practically support the connection of the family to identified community supports.
- Actively participate in joint training and professional development opportunities including supervision
- Complete associated professional administrative tasks including case note writing.
- Conduct intervention out of business hours as required to meet the family's needs including early mornings, evenings and weekends.
- Build and maintain professional service level relationships with government and NGOs.
- Ensure compliance with all Act for Kids policies and procedures.
- Strong commitment to child safety, including cultural safety, by prioritising the rights, safety and wellbeing of all children in alignment to national and state child safe principles and standards.
- Consistent awareness of child-safeguarding risks and applies established risk-management practices to identify, report and mitigate risks in accordance with organisational policies and legal requirements.

General responsibilities

- Work in accordance with all Act for Kids policies, procedures and organisational requirements.
- Demonstrate a strong commitment to child safety, including cultural safety, by prioritising the rights, safety and wellbeing of all children in line with relevant child safe principles, standards and legislation.
- Identify, report and respond to child safeguarding risks in accordance with organisational policies, legal obligations and established risk management practices.
- Comply with work health and safety legislation, policies and procedures, take reasonable care for your own health, safety and wellbeing and that of others, and report hazards, incidents and injuries as soon as practicable.
- Engage actively in regular supervision and the Individual Development Plan (IDP) process, contributing to continuous learning and professional growth.
- Maintain confidentiality and privacy in all matters relating to children, families, team members and organisational information.
- Undertake other duties reasonably requested by your manager, consistent with the responsibilities of the role.

- Contribute as a client and customer-focused, values-based team member who works collaboratively to achieve positive outcomes across Act for Kids.
- Model Act for Kids' values in all workplace interactions by being *professional, ethical, caring, courageous, collaborative* and *team* oriented.

About you

Qualifications

- Certificate IV in a relevant discipline (youth work, community services) or studying toward a relevant tertiary qualification.

Skills and experience

- At least two (2) years' experience providing complex youth work to young people in a child protection context or who have experienced trauma and disruptions in attachment.
- Understanding of current child protection legislation and policy reforms.
- Cultural awareness and an understanding of how to communicate and work effectively with families from different socio-economic and cultural backgrounds, including Aboriginal and Torres Strait Islander people.
- Knowledge of lifespan and developmental stages for children and young people.
- Understanding of local services and intervention.
- Engagement skills in engaging and working with children, young people and their families.
- Ability to work collaboratively as part of a team.
- Well-developed communication, problem solving and interpersonal skills.
- Excellent skills in electronic database entry of case management information and using standard Microsoft Office applications including Microsoft Outlook or similar.
- Excellent time management skills in maintaining a case load of clients, including timely record keeping and database entry, as well as meeting clinical supervision and other job requirements.

Other requirements

- Eligibility for a positive Working with Children Check in the applicable state of employment in Australia or exemption based on professional qualifications and registration.
- Current driver's licence.
- Applicants must be eligible to legally work in Australia and proof of eligibility will be requested.

Other information

Applicants are encouraged to apply even if they do not meet every requirement of the role. When assessing applications, the panel will consider performance and achievements in the context of individual circumstances.

We recognise that career paths are not always linear and that personal circumstances, career interruptions or periods of leave may have influenced work history. This means we will focus on the quality and impact of achievements, alongside experience and qualifications (where required), when assessing suitability for the role.

Act for Kids warmly encourages applications from Aboriginal and/or Torres Strait Islander peoples.