

Youth Worker Position Description

Position Title:	Youth Worker
Reports To:	Case Manager
Location:	Safe Places is established in Queensland (Brisbane, South East, North Coast, South West, Far North Queensland), in Western Australia (Perth) and in Tasmania (Hobart). Staff are able to request short and long term transfers between zones.
Full-Time Position:	<p>Collective Agreement from entry rate of \$46,909 Career Pathways for Youth Workers through to \$55,872 Weekly payment to employee</p> <p>Permanent full-time package which includes allowances and penalties and requires the worker to work an average of the following over any 12 week period:</p> <ul style="list-style-type: none">• 28 week days hours a week• 10 weekend hours a week• Sleepover allowance for 2.5 nights (covers 10pm to 6am) <p>A standard shift is usually a 24 hour period 5 weeks paid holiday leave per year 10 sick days per year Requests for time off are not guaranteed to be met</p>
Casual Hours:	<p>Casual positions are limited \$22.11 weekday hourly rate \$38.70 weekend hourly rate \$41.20 sleepover rate</p> <p>Base package includes allowances and penalties for the 38 hours</p>
Conditions:	<p>Community-based houses Vehicle and phone provided for shifts Homely houses with ensuite Intensive induction process for first 3 weeks</p>

Overview

The children placed range from 10 to 17 years of age. They sometimes require one-on-one support initially due to their anti-social behaviours towards other children and carers. These challenging behaviours include but are not limited to the following:

- Destroying property
- Absconding
- Self harming
- Poor hygiene
- Sexually acting out towards other children or workers
- Fire fascination
- Cruelty to animals
- Anti-social behaviours
- High level defiance
- Physical including hitting, spitting, kicking, threatening children and/or workers

- Verbal aggression

Vision and Values

“Providing effective, professional care and transition support for children in care when standard models are unsuitable or unavailable”

The Youth Workers help achieve this vision through their patience, genuine care and commitment. Over time the team gains the child’s trust, stabilises the placement, gives the child a sense of hope and direction and achieves outcomes across areas of the child’s life.

The team is guided by core values from the grass roots to the Board of Directors

- Professional
- Supportive
- Responsive
- Passionate
- United

Training & Support

Safe Places demonstrates its commitment to equipping team members for their roles by:

- Providing a 3 day core training program
- Providing a 3 day “Therapeutic Crisis Intervention” course
- Providing clear, up to date and easy to access policies
- Continually improving information management systems
- Requirement for regular supervision (coaching, feedback, support)
- On call support
- Opportunities to be heard (formal and informal)
- Opportunities to learn (autonomy and responsibility)
- Safe Places will consider requests to contribute to TAFE or tertiary study costs

Approach

Key elements of the “Safe Places approach” include:

- The value of small and stable teams with a consistently calm and hopeful framework
- A short term goal of small steps including seeing the child engage in the placement and build rapport with their team, contributing to the plans,
- A medium term goal of effectively assisting the child to gain increased independence and to explore their behaviours in difficult times and be willing to try some more positive coping strategies – a lengthy and challenging but very rewarding journey
- A goal is always to see the child make progress that will help prepare them for their future transition into family based placement, family reunification, group setting or independent living arrangements

- The importance of understanding that the children's behaviours are coping skills and our focus is more on what's lying beneath the behaviour. The need to respond to behaviours in a way that role models an ability to remain calm, hopeful, caring, consistent, respectful and understanding of others (as opposed to reacting emotionally)
- Collaboration is needed to support the child across the various areas of their life (i.e. protective services, health services, counselling services, educational facilities)

Duties

Daily Care

- Maintain high standard of cleanliness, tidiness, comfort, safety, homeliness
- Create a dinner routine with nutritious meals
- Provide transportation
- Assist with homework
- Support child to engage in suitable activities with child
- Support child to learn life skills in a planned and supported way
- Monitor child's supply of clothing, footwear, school materials and so on
- Maintain a safe environment
- As part of a team, identify areas where child's needs could be better met

Therapeutic care environment, positively managing behaviours

- Build rapport with the child
- Provide emotional support
- Provide child with consistent messages in relation to the desired behaviours
- Focus on the child's positive behaviours, providing praise and encouragement
- Work together with Case Manager to develop therapeutic interventions that will assist child with complex issues such as grief and loss, making friends, feelings, keeping safe
- Encourage child in identifying tools for identifying and managing their emotions (e.g. areas of art, recreation, journalling, music)
- Monitor own emotional state during escalations, remaining calm

Teamwork

- Demonstrate an active, dedicated commitment to the Safe Places Values
- Take on roles under the supervision of the Case Manager and take initiative with these
- Report writing as required
- Communicate professionally with team members
- Promote a positive image of Safe Places
- Resolve interpersonal conflicts using the organisations procedures
- Attend and contribute to supervision, meetings and training as required
- Adhere to organisational guidelines
- Provide input and feedback to see Safe Places become the best it can be
- Contribute to organisational improvement - be part of solution to challenges faced by Safe Places
- Complete reports as required

Corporate Citizenship

- Use resources wisely
- Work collaboratively through challenges or concerns
- Maintain Safe Places equipment and assets to a high standard
- Look for opportunities to do a bit extra to support each other and the child

Essential Requirements

Availability

- Flexibility for all shifts including sleepovers (time off requests not guaranteed)
- Participation in team meetings, staff meetings, training, supervision as required
- May be required to be on call as per employment contract

Computer skills:

- Demonstrated ability to independently use Word
- Demonstrated ability to independently and confidently use Internet Explorer
- Ability to learn new computer skills with training or online tutorials

State-based:

- Completion of relevant history check screening processes
- Current Drivers License

Experience

- Minimum six months residential experience and/or with children in care

Knowledge

- Knowledge of issues facing children in the out of home care sector
- Understanding of case management model
- Knowledge of the impact of childhood abuse and trauma
- Understanding of the Child Protection Sector

Skills and Attributes

- Ability to work autonomously in an isolated environment
- Ability to work through work-related challenges
- Communication skills including negotiation, networking, shift reports
- Ability to work in a home environment
- Ability to relate well within the small team and the broader Safe Places team
- Ability to remain calm in crisis situations
- Ability to take initiative
- Organisational skills
- An understanding of the intensive nature of the work and the significant time the position requires candidates to spend away from home/families

Desirable

- Experience with the care system
- Experience networking with multi disciplinary services and agencies
- Relevant studies
- First aid certificate

Application Process

Refer to employment tab on www.safeplaces.com.au

For further enquiries contact: employment@safeplaces.com.au

Interview Process

Safe Places is growing constantly and is in search of high quality Youth Workers who will be a good "fit" with the Safe Places values.

In most areas, a Group Recruitment Days are run each month or as needed. Applicants are asked to make themselves available for a full day. Throughout the day applicants are shortlisted. Ideally, Safe Places would like to share the outcome of the interview on that same day. This is only possible where the referees have been contactable on that day or with permission, beforehand.