

Position Description



Position Title: Child & Youth Worker – Residential Care **Position No:**
Position Type: Part Time **Level:** 2
Award: Social Community, Home Care and Disability Services, Industry Award 2010
Location: Limestone Coast
Date of Effect: 17/06/2020

POSITION DESCRIPTION

Environment: At ac.care we want all country people to have a safe home, enough money to live on and strong, positive relationships. With over 260 staff we provide a range of services for country South Australian communities the Adelaide Hills, Limestone Coast, Murraylands and Riverland.

We are a non-government organisation (NGO) and our values (CARE - Compassion, Adaptability, Relationships and Excellence) underpin the work we do. Together, as one team we CARE to ensure all country people experience the same seamless and consistent service across all touch points in a welcoming and non-judgemental environment.

Purpose: The Child & Youth Worker will work as part of a team providing quality around the clock care, as well as support the development and re-integration into the community of children and young people who are under the Guardianship of the Chief Executive, Department for Child Protection and are unable to be placed within foster care due to complex trauma related behaviours or lack of foster care placements available.

The role will ensure the quality of care, rights and safety of children and young people are protected while longer-term care arrangements are developed.

The role will work within a therapeutic model of care that incorporates Therapeutic Crisis Intervention principles and trauma informed, intentional, client centred practices.

Responsibilities: To drive and implement the organisational strategic agenda to achieve outcomes. This includes:

Strategy

- Assist with planning and co-ordination of program activities.
- Identify and contribute to program/service delivery performance outcomes.
- Provide care, guidance, support and supervision of children and young people in a reasonable age, and developmentally appropriate, manner whilst protecting children and young people from harm and exploitation.
- Manage risk and contribute towards maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards and injuries in accordance with ac.care policy, procedure and Legislative requirements.

Leadership

- Work collaboratively, developing respectful and compassionate relationships with internal and external stakeholders to deliver high quality outcomes.

- Work effectively with the Manager/s and other members as part of 'one ac.care team'.
- Maintain an appropriate level of care, safety and supervision of children and young people operating from a Therapeutic Crisis Intervention and trauma informed intentional practice.
- Provide opportunities for children and young people to experience success and realise their potential.
- Responsible for managing time, setting priorities, planning, and organisation of own work, including the coordination and facilitation of meetings as directed.

Culture

- Actively promote and role model the ac.care values of Compassion, Adaptability, Relationships and Excellence and contribute to positive organisational change, effective communication and continuous improvement at ac.care.
- Support children and young people to experience education, training and development, physical activity as well as opportunities for social and cultural experiences.
- Promote positive relationships with peers, carers, parents, family members, significant others and the community.
- Communicate effectively and contribute to the development of quality Home Based Care programs.

Continual Improvement

- Keep written and digital records including daily observations and information about the individual needs, activities and daily presentation of children and young people aligned with legislation requirements, procedures, guidelines and work instructions.
- Provide a well-balanced, aged appropriate, nutritional diet for children and young people including the preparation and cooking of meals.
- Perform household duties such as but not limited to: laundry, household and vehicle cleaning, dishwashing, and changing of linen.
- Provide quality advice and reporting on relevant issues to senior management as required.
- Keeping accurate and appropriate documentation in accordance with program and funding body requirements.

Capability Development

- Promote and contribute to an environment of continuous learning and improvement through coaching and mentoring to other staff as required.
- Actively participate in staff training and development, supervisory sessions and other team work activities.

Other

- Perform other duties allocated appropriate to position and organisational needs, and to undertake any relevant task as directed by the CEO as part of the employer/employee relationship within the scope of the role.

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- Reports to:**
- Reports to the House Supervisor (first Line Manager) and/or relevant regional Manager, Residential Care.
- People Management:**
- Nil – however close working relationships with Residential Care Managers and external stake holders within the broader care team.
- Budget Management:**
- Nil

NOTE:

- This position will require weekend work, or outside ordinary work hours;
- This position may be required to travel domestically/interstate.
- The initial appointment may be to a specific house, however you will be required to work at other TSBC houses as required.

POSITION SKILLS AND EXPERIENCE

Qualifications and Essential Experience:

- Meet the [Department of Child Protection qualification requirements](#) or be willing to complete a Certificate IV in Child, Youth & Family Intervention within 12 months of commencing employment.
- Demonstrated ability to work within a model of trauma informed intentional practice.
- Demonstrated knowledge of the effects of trauma and abuse, attachment issues and the ability to provide individualised trauma responsive care.
- Demonstrated experience and/or working knowledge of case management, case noting, assessment and referral.
- Demonstrated understanding of confidentiality and privacy, including the principles of Information Sharing Guidelines specific to children and families.
- Demonstrated ability to remain child-focused and respond rather than react when young people are in crises.
- Ability to work effectively under pressure.
- Highly developed skills in negotiation and liaison using conflict resolution, mediation and advocacy skills.
- High developed communication skills (listening, verbal and written), including the ability to establish rapport and maintain a positive relationship with clients and other service providers.
- Ability to understand how personal experiences shape values, beliefs and responses to children families and colleagues.
- Demonstrated ability to identify report and implement Work Health and Safety procedures and initiatives for personal safety and the safety of others.

Highly Regarded

- Experience in working with Aboriginal people, their families, and their communities.
- Demonstrated use of self-reflective practices to identify and manage own emotional responses to staff and families being supported.
- Experience working with people from culturally and linguistically Diverse (CALD) backgrounds.
- Ability to use a range of software data management systems, including MS Office Suite.

Special Conditions

- Over 21 years of age.
- Have a right to live and work in Australia.
- Current SA driver's licence 'Class C' or interstate equivalent.
- Current Satisfactory Working with Children Check (WWCC) or willingness to obtain in accordance with ac.care policy.
- Current National Police Check or willingness to obtain in accordance with ac.care policy.

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- Child Safe Environment Certificate or willingness to obtain in accordance with ac.care policy.
- Valid COVID-19 vaccination certificate or have an approved medical exemption as defined by the Emergency Management COVID-19 Direction.
- Satisfactory completion of the statutory psychological suitability assessment (PSA). For further information visit www.psychcheck.com.au/services/psychological-suitability-screening.
- Satisfactory completion of Trauma Responsive Practice in Education online training – formerly SMART training
- Current ‘Provide First Aid’ certificate or willingness to obtain in accordance with ac.care policy.
- May be required to work alone during night shift and may work alone for varying periods during other shifts.
- Out-of-hours work including travel involving overnight absences may be required.
- The position may involve overtime and recall to duty.
- Must be willing to undertake training as required by the program.

ACCEPTANCE

Position Holder Signature: _____

Name (Printed): _____ Date: _____