

Position Title	Youth Worker
Program	Supported Residential Care Service (SRC)
Location	Port Pirie/Port Augusta/Kadina
Reports to	House Supervisor
Probationary period	6 months

PRINCIPLES THAT GUIDE OUR WORK

- A strong commitment to our vision “*Compassionate, respectful and strong country communities where all people flourish*”.
- Respect and value the organisation, its clients and its workers.
- Demonstrate commitment to the employee Code of Conduct
- Demonstrate commitment to the safety and wellbeing of children, especially in relation to safeguarding children from harm or risk of harm.
- Engage positively with Aboriginal people and deliver culturally appropriate and respectful services.
- Engage in inclusive practice with people irrespective of culture, ethnicity, lifestyle choice, faith, sexual orientation and gender identity.
- Foster a culture of respect, inclusion and zero tolerance towards violence in all its forms.
- Demonstrate and accept the vision and values of Uniting Country SA Ltd.

PROGRAM OBJECTIVE

The Supported Residential Care Service provides 24/7 accommodation and support for children and/or young people who are under the Guardianship of the Chief Executive and cannot live at home with their families, or with foster or kinship carers.

Working within a therapeutic framework we consider the previous trauma, harm or risk of harm that young people in our care may have experienced. Our service promotes positive attitudes and lifestyle choices with the aim of improving confidence, self-esteem and, social and living skills.

POSITION OBJECTIVE

The Youth Worker is responsible for providing therapeutic care in a home like environment to children and/or young people living in Supported Residential Care. The Youth worker will work with staff, children, and young people to achieve safety, stability and intentional growth for children and young people in Supported Residential Care.

As part of a team, and under the supervision of the House Supervisor, they contribute to the daily planning of activities and general housekeeping duties.

DUTIES AND RESPONSIBILITIES

This role will provide services to clients using the Uniting Country SA (UCSA) United in Care model of therapeutic practice, requiring you to perform your role in a professional and client centred manner.

Within your area of responsibility:

- Operate from the Therapeutic Crisis Intervention Model, maintaining a child focused approach at all times.
- Carry out a range of essential daily routines which will include preparation of nutritionally balanced meals, all prescribed domestic duties and all activities developed for each child and/or young person-
- Respond to challenging and confronting behaviours understanding that these behaviours reflect the impact of trauma, harm or risk.
- Promote healing, emotional growth and the development of positive attitudes and independent living skills.

- Operate as part of a therapeutic team with a willingness to share information, work cooperatively and openly with colleagues. Receptive to ideas of others, emotionally robust and respectfully honest.
- Communicate in a clear, timely and positive manner.
- Complete comprehensive, case notes finalised within allocated timeframes on the relevant database.
- Participate in regular professional supervision sessions, relevant meetings, training, and development.
- Other duties as reasonably requested.

Staff will be consulted over major changes to their position descriptions; however, duties and responsibilities may vary from time to time to maintain “Best Practice” standards of service delivery.

ACCOUNTABILITY

- Act within the area of primary responsibility for this role.
- Ensure the programs achieve objectives and participant outcomes.
- Carry out all functions and activities in line with funding contracts.
- Actively participate in your own professional development as required.
- The satisfactory and timely completion of all delegated tasks.

RELATIONSHIPS AND REPRESENTATION

- Participate in activities which serve clients and promote UCSA values and goals.
- Establish and maintain strong relationships at appropriate levels with both Government and Non-Government organisations, in order to consider community needs and services.
- Establish and maintain productive and respectful relationships with all other team members.

CAPABILITIES

Personal

- Articulate.
- Self-motivated and enthusiastic.
- Flexible and creative.
- Proficient time manager / Punctual.
- Exercise initiative.
- Work autonomously and as part of a team.

Job Specific Capabilities

- Understanding of basic child development principles, childcare principles and family dynamics.
- The ability to effectively respond to challenging and confronting situations and behaviours.
- Ability to build rapport and engage with children and young people
- Culturally responsive
- Well-developed communication and interpersonal skills
- Sound computer literacy and experience with using client management systems
- Capacity to make sound professional judgements with some autonomy.
- Strong relationship building and communication skills.

Knowledge

- Knowledge of legal and statutory requirements relevant to child protection.
- Knowledge of therapeutic practices, crisis management and solution focussed approach.
- Knowledge of key barriers facing children and young people with complex needs
- Commitment to social justice, empowerment and self-determination principles.

SPECIAL CONDITIONS

The successful applicant will be required to:

- Hold a current DHS Working with Children Check.

- National Criminal History Record check
- Hold a current Australian Driver's Licence.
- Travel throughout the region and/or interstate as required.
- Consent to undergo an approved psychological suitability assessment, of which you must be assessed as 'suitable'.
- Work various shifts over a 24/7 roster and be available at short notice.
- Work passive and active overnight shifts as rostered.
- Work across the program at any house/location when necessary.
- Undertake Core Competency and other training relevant to the position.

QUALIFICATIONS

- Certificate IV (or above) in Youth Work or Child, Youth and Family Intervention or actively working toward this qualification within 6 months of commencement.
- Current Provide First Aid Certificate.

COMPLIANCE

- Adhere to the Work Health and Safety Policies of UCSA by ensuring you take reasonable care to protect one's health and safety whilst at work and avoid adversely affecting the health and safety of any other staff member through any unsafe work practice or act of omission.
- Comply with UCSA's Policies and Procedures, including all relevant legislation detailed within them.
- Comply with the Service Agreement with the funding body.
- Comply with Professional Codes of Conduct and Agency Non-Negotiables.

KEY RESULT AREAS

Key Result Area	Key Responsibilities/Indicator
Annual Planning <i>Demonstrate commitment to strategic direction of UCSA Ltd.</i>	<ul style="list-style-type: none"> • Actively participate in all planning sessions as required. • Contribute to annual business planning activities.
Customer Service <i>Commitment to providing high quality services to meet the individual needs of clients both internal and external.</i>	<ul style="list-style-type: none"> • Follow up enquiries in a timely manner as per any arrangements made. • Monitor client surveys for trends/issues.
Professional/Technical Knowledge and Skills <i>Demonstrated knowledge and application of the specific skills required:</i> <ul style="list-style-type: none"> • Case management skills. • Data entry and case notes. • Articulate • Time management. 	<ul style="list-style-type: none"> • Ensure partnerships and networks are nourished and maintained: <ul style="list-style-type: none"> ◦ Actively participate in partnership meetings. • Participate in management and quality assurance by: <ul style="list-style-type: none"> ◦ Collecting/collating quality data. ◦ Fully supporting all QA frameworks. • Maintain levels of professional development and utilise models learned. • Comply with all budget requirements as per delegation.
Teamwork and Communication <i>Excellent communication and interpersonal skills.</i>	<ul style="list-style-type: none"> • Promote UCSA positively internally and externally. • Cooperate to achieve team goals. • Communicate respectfully.

	<ul style="list-style-type: none"> Actively listen and consider other people's perspective. Share knowledge and experience with colleagues.
<p>Commitment to Workplace Responsibilities <i>Commitment to meeting all legislative and organisational responsibilities and working in accordance with UCSA policies and procedures.</i></p>	<ul style="list-style-type: none"> Act in a professional manner consistent with UCSA values, policies and procedures. Role model positive workplace culture. Strive for continuous improvement. Meet all recordkeeping requirements determined under contract by the program funding body, legislation and organisation.

I have read and fully understand the expectation Uniting Country SA has of me in fulfilling the role of Youth Worker, Supported Residential Care Service.

Signed: _____
Employee

Signed: _____
Program Manager

Date: _____

Date: _____

Date PD Reviewed	Line Manager Signature <i>Only sign if no changes made to PD. Where changes have been made a new PD must go on file</i>
November 2023	
21 December 2023	Included performing duties across the program at any house/location under Special Conditions.