



Youth Worker - Bail Support Service (BoSS)

30 hours per week to 30 June 2023 (possibility for extension) - Brisbane based

YAC values diversity in all its forms and welcomes applications from Aboriginal and/or Torres Strait Islander people; those from ethnically diverse communities; and LGBTIQ+ persons.

To be considered for the role, send your:

- CV or resumé including the names and contact details of **at least two referees**.
- Expression of interest outlining why you are interested in this role and what experience you have in relevant roles.

Please forward your Expression of Interest and CV/Resume by c.o.b Wednesday 30th November.
Interviews will be held on Tuesday 6th and Wednesday 7th of December for commencement on 9th January 2023

Email admin@yac.net.au or phone **(07) 3356 1002** if you have any questions regarding this position.

Role and Responsibilities

The Youth Worker role:

- Supports Caseworkers in the Bail Support Service by
 - Assisting to implement case plans by undertaking practical tasks including transporting young people to appointments, assisting them to access income support, education, employment, housing and other services.
 - Liaising with relevant people to source services and supports, including phone and email contact with clients where necessary to clarify or provide information.
 - Liaising with accommodation services where appropriate in relation to clients or their needs.
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- Contributes as a member of the Community Co-Responder Team by:
 - Proactively and persistently seeking out young people and engage them in activities targeted at reducing their likelihood of offending.
 - Developing goals and strategies with young people to connect them with relevant and accessible supports to enable re-engagement with education, gaining of employment, connection with family and other identified activities.
 - Developing positive and purposeful relationships with young people to support them to work towards and achieve their goals.
 - Undertaking outreach shifts outside of regular business hours to engage with young people who have been identified as needing brief intervention.
 - Working in partnership with internal and external stakeholders to ensure timely response and follow up with young people.
- Undertake all administrative, reporting and organisational tasks relevant to the role.

The successful candidate will have the following:

Prerequisites

1. A tertiary qualification in Human Services, Social Work or similar with at least 2 years' experience OR at least five (5) years' work experience in similar roles.
2. Possession of a current Working with Children Blue Card.
3. Possession of a current driver licence.
4. Australian citizenship or permanent residency or a visa which allows you to work as advertised.

Essential

- Excellent interpersonal skills and oral communication skills particularly with young people with complex needs.
- Sound understanding of outreach support work with young people, client centred, trauma informed and strengths-based practice.
- Ability to undertake brief assessments and referrals for young people's support needs (accommodation, income, education/training, family, substance use and mental health etc).
- Cultural capability, particularly in engaging and working with Aboriginal and Torres Strait Islander young people, families and communities, but also peoples of CALD background, LGBTIQ young people and young people with a disability.
- Self-motivated with demonstrated ability to work with minimal supervision and manage own time efficiently.
- Ability to work collaboratively with team members and external stakeholders.
- Excellent record keeping skills including proven competence using computer programs (Word, Excel, etc).
- Commitment to YAC's values and social justice principles.

Desirable

- Knowledge of the child protection system and youth accommodation sector.

Information for Applicants

About the Youth Advocacy Centre Inc (YAC)

YAC is a well-respected, specialist community legal and social welfare agency for young people 10-18 years who are involved in, or at risk of involvement in the youth justice and/or child protection systems, and/or are homeless or at risk of homelessness in South east Queensland and Cairns. YAC has been working with young people for nearly 40 years and has expertise in the youth justice system, both from a legal and social welfare perspective, and has provided bail support services from the Sunshine Coast to the Gold Coast for nearly 15 years.

VISION

Young people achieve their full potential through the community accepting collective responsibility for their importance, empowerment, rights, well-being and humanity.

MISSION

To increase young people's access to legal and social justice by actively supporting and speaking out with and for young people.

PHILOSOPHY

- Unconditional adherence to the UN Convention on the Rights of the Child
- Confidential, professional and honest engagement with young people
- Respectful engagement with stakeholders and others for the benefit of young people
- Holistic responses to address the interconnected and interdependent issues in young people's lives
- Advocacy for young people collectively as well as individually
- Collective responsibility as a staff for working as a team and upholding and delivering on YAC's mission and philosophy

For more detail about YAC and its programs, please see the Annual Report at

<http://yac.net.au/wp-content/uploads/2022/11/YAC-Annual-Report-2021-2022.pdf>

Applicants should note:

- This role requires significant travel across a large physical area (YAC vehicle provided for work-related travel)
- This role involves working with young people and families with significant and complex issues. YAC supports the wellbeing of its staff who are encouraged to access regular supervision, including external supervision if staff consider that is appropriate in consultation with the Coordinator
- YAC staff must be able to work autonomously and as part of a small team
- YAC has an expectation that all staff will be reliable and punctual, both within the office and in responding to young people and their families, and support diversity and respect in the workplace and their practice

Position overview

Classification: Social Home Care Community and Disability Services Award - Level 3/4 (depending on experience)

Term: 30 hours per week. Must be able to work between the hours of 7am and 7pm, Monday to Friday); Contract to 30 June 2023 (possibility of extension); immediate start desirable

Purpose: To support the Bail Support Service (BoSS) Team which provides assistance to young people in the youth justice system in line with a service agreement with the Department Youth Justice. The target group for the service is:

- Young people on bail
- Young people assessed as moderate to very high risk in the youth justice system
- Young people who are eligible to receive assistance from the Community Co-Responder.
- BoSS works with a range of stakeholders to support/complement youth justice case management by working collaboratively with Youth Justice and other stakeholders to fulfil elements of the young person's case plan. YAC partners with Save the Children with respect to the activities component of the program

Framework and practice principles

Client centred – staff will be flexible in terms of meeting with young people and their families, going to where they may feel most comfortable. Staff may need to be available before and after formal office hours.

Strengths based – the Service will draw on the strengths and resources of the individual and community to address the challenges they face.

Trauma informed – the Service will be trauma informed, recognizing the impact of early years trauma on brain development and the need to identify trauma informed behaviours.

Culturally competent – the Service will align with the Australian Institute of Criminology's National Crime Prevention Framework's best practice guidelines for preventing involvement in crime for Aboriginal and Torres Strait Islander people.

Persistent - means being visible to young people and showing that you are available to support in a non-paternalistic or patronising manner. Responses will include continuing to work collaboratively with services within the local service system and being visible to groups or at places until rapport is established. It also means being persistent in advocating for the needs of the young person where that intervention is agreed.

Reliable - is another fundamental: many vulnerable and disadvantaged young people feel let down by the adults around them. Building rapport with young people means showing that you are reliable in your support: staff must be where they say they will be when they say or do what they say they will do.

Practical - will be a key part of the case plan developed with the young person. This also means that responses must be realistic. A young person must feel that they are moving forward and effecting change in their lives and this means strategies and outcomes must be practical and achievable.

Comprehensive - recognised that a holistic response to young people's life challenges is the only way to effect change.