



Youth and Family Worker – Youth Mental Health Support

Application Package

Thank you for your interest in applying for a position with The Family Centre.

The position description is attached and additional information about our organisation can be found on our website www.thefamilycentre.org.au

Should you wish to proceed with your application, please ensure that you:

- Address each of the selection criteria contained in the position description
- Include a detailed resume with education & employment history
- Provide two referees with current contact details

Email applications to: recruitment@thefamilycentre.org.au

Applications close: COB Monday 5/8/19

Interviews for this position will be held on Friday 9/8/19

For further information regarding the position please contact David Boutkan on (07) 55248711 or davidb@thefamilycentre.org.au

David Boutkan
Executive Director

Youth & Family Worker

Position Title	Youth & Family Worker – Mental Health
Organisational Unit	Youth & Family Services
Award	SCHCADS
Award classification	Level 4
Capability framework	Level 2
Reports to	Senior Co-ordinator Youth & Family Services
Appointment status	Permanent
Probationary period	6 months
Hours	35hrs pw
Base location	Ballina office

The objectives of the Youth and Family Mental Health Support program are to ensure that young people (aged 10-21) in the Ballina and Byron Bay shire have improved access to psychological and social emotional wellbeing support services, improved mental health outcomes, and an improved experience of accessing mental health services.

The Family Centre provides programs that encourage and inspire people to make the changes they want for themselves, their family and their community in the following areas: child and family, young people & family relationships.

Our activities include:

- Information, referral and goal planning
- skill development and education
- community engagement and development activities

Our values and practice principles inform how we work. In genuine partnership with community members and groups, non-government organisations, government agencies and businesses, we make a real difference and our actions lead to progressive, measurable and sustainable social change.

Our activities are designed to:

- improve relationships
- increase safety
- increase parenting skills
- increase wellbeing
- increase personal effectiveness
- increase connections
- increase community capability

Mandatory Requirements

Current National Police Check	Current Working with Children Check	Current Valid Drivers' Licence
--------------------------------------	--	---------------------------------------

Key Relationships

Key internal relationships	Key external relationships
Manager Youth & Family Services Senior Worker Youth & Family Youth & Family team members Volunteer Coordinator Communications and Design Coordinator	Family & Community Services (FaCS) staff Community health & services staff Local schools Headspace and other mental health professionals

Key Responsibilities and Duties

Key Responsibilities	Focus Areas
1. Intake and on-call	1.1. Participate in an intake roster to receive referrals and assess requests for service 1.2. Participate in an on-call roster for individuals/families in intensive family support and supported housing programs
2. Case work & coordination	2.1 Assess and document participant strengths and needs 2.2 Assist participants to develop goals that aim to address presenting issues 2.3 Collaboratively develop case plans that consist of goals, strategies, who is responsible and timelines 2.4 Monitor and review progress of case plans 2.5 Provide relevant information to participants and make appropriate referrals in consultation with them 2.6 Cooperate and collaborate with TFC staff and other service providers to ensure coordinated service delivery 2.7 Take on a case coordination role where appropriate and negotiated with the Senior Co-ordinator Youth & Family Services
3. Course work/Group Work	3.1 Participate in organisational planning processes to develop a timely course plan 3.2 Assess participants for suitability for courses and groups 3.3 Deliver parenting education and skills training courses 3.4 Interact and engage with participants 3.5 Provide information to participants regarding adolescent development, health and safety 3.6 Provide information to participants regarding health and community services 3.7 Provide participants with information and opportunities for engagement with the broader community 3.8 Work collaboratively with co-facilitators to develop, deliver and evaluate courses & groups 3.9 Implement agreed term course plan 3.10 Participate in the ongoing development of program material as required
4. Community and service provider networking	4.1 Develop and maintain a good understanding and working relationships with local health and community service providers 4.2 Attend service provider network meetings as negotiated with Manager Youth and Family Services

Key Responsibilities	Focus Areas
	<p>4.3 Co-ordinate and participate in community events, activities and TFC promotional events as negotiated with the Manager Youth & Family Services</p> <p>4.4 Codesign and facilitate community engagement activities</p> <p>4.5 Actively promote the program and other TFC services</p>
5. Professional development	<p>5.1 Model and foster professional work practices, in relation to the health, safety and wellbeing of colleagues and participants</p> <p>5.2 Attend regular supervision and annual review sessions</p> <p>5.3 Adhere to the relevant TFC standards, policies and procedures</p> <p>5.4 Attend training and development relevant to the position as approved by supervisor</p> <p>5.5 Participate in approved profession development and staff meetings</p>
6. Administration	<p>6.1 Maintain service records including participant records and reports</p> <p>6.2 Actively participate in regular program planning, development, review and evaluation processes to contribute to continuous improvement.</p> <p>6.3 Maintain and submit administrative (eg time sheets and travel reimbursement claims) documentation in an accurate and timely manner</p> <p>6.4 Participate in organisational projects as negotiated with the Senior Coordinator Youth & Family Services, and the Executive Director</p>

Selection Criteria

Essential Selection Criteria	
1.	Tertiary qualification – degree in social work, psychology, social sciences or related discipline
2.	Experience in a similar position working with young people experiencing mental health challenges and their families/carers
3.	Demonstrated ability to assess the needs of vulnerable and disadvantaged young people and their families within a strengths-based, solution focused framework and develop respectful collaborative working relationships
4.	Demonstrated understanding of mental health issues affecting young people and experience working with a recovery approach to mental health care
5.	Demonstrated ability in developing, delivering and evaluating mental health support programs
6.	Highly developed interpersonal skills and ability to collaborate with government and community service network partners, colleagues, mental health professionals, school welfare staff and general practitioners
7.	Highly developed computer and database skills, with experience in maintaining accurate records
8.	Proven ability to work independently and as part of a team
Desirable Selection Criteria	
1.	Working knowledge of the local human services network in Ballina & Byron Shire

Capabilities

Minimum Standard National Training Framework	
1.	Diploma/ Degree in Social work, Psychology, Mental Health Nurse, Social Science and related disciplines
Capabilities & Skills	
1.	<p>Community and inter-agency relations</p> <p>Community engagement, sectoral awareness and working collaboratively with other community sector organisations in formal and informal partnerships</p> <p>Networks and stakeholders, community, partnerships and collaboration, knowledge of community & social justice</p>
2.	<p>Professionalism</p> <p>The skills associated with professional conduct, such as self-management, ethical behaviour, taking responsibility, problem-solving and initiative</p> <p>Time management, ethics, taking responsibility, problem solving, initiative and enterprise</p>
3.	<p>Communication</p> <p>All forms of communication, such as advocacy, negotiation, written and verbal communication, and interpersonal style</p> <p>Advocacy, written communication, verbal communication. Public speaking & interpersonal skills</p>
4.	<p>Leadership and teamwork</p> <p>Leadership and issues associated with working together, such as dealing with difference, conflict, shared goals and team morale</p> <p>United vision, strategic focus, team dynamics, conflict management & diversity/different styles</p>
5.	<p>Resources, assets and sustainability</p> <p>The effective use of financial resources, assets and equipment as well as building the organisation's assets and sustainability</p> <p>Revenue raising, financial management, procurement, equipment and assets & sustainability</p>
6.	<p>Service delivery</p> <p>Working with clients and members: it includes service delivery models, working with different types of clients/members, maintaining awareness of client issues and ensuring client dignity and confidentiality</p> <p>Reflective practice, knowledge of participant issues, participant outcomes, diversity, participant confidentiality and dignity</p>
7.	<p>Program management and policy development</p> <p>The management of programs, campaigns, projects and contracts as well as policy development and implementation to guide work practices</p> <p>Policy development and implementation, program development, achieving results, contract management, complaints handling & continuous improvement</p>
8.	<p>Change and responsiveness</p> <p>Change management, and responding to new and emerging trends through skill acquisition, the use of new technology and creative and innovative work practices</p> <p>Change management, multi-skilling, creativity & innovation, technology and learning & development</p>

9.	<p>Governance and compliance</p> <p>Systems and processes to implement the strategic plan and the management of quality, risk, OHS and legislative compliance</p> <p>Strategy, quality, risk management, WHS & legislation and compliance</p>
Attributes	
1.	<p>Determined</p> <p>Researches options and sets a clear path</p> <p>Deals with obstacles and impediments</p> <p>Has clear goals</p>
2.	<p>Self-disciplined</p> <p>Manages own time to achieve key outcomes</p> <p>Avoids distraction and diversions</p>
3.	<p>Analytical</p> <p>Reviews arguments and opinions before making judgement</p> <p>Presents clear and logical arguments</p> <p>Takes a systematic approach when building toward improvements</p>
4.	<p>Adaptable</p> <p>Adapts to changing circumstances in the workplace</p> <p>Prioritises work and addresses what is most important</p> <p>Takes advantage of new and emerging opportunities</p>
5.	<p>Resilient</p> <p>Recovers from setbacks</p> <p>Overcomes obstacles and impediments</p> <p>Learns from experience and identifies areas for self-development</p>
6.	<p>Inclusive</p> <p>Respects difference in all its forms</p> <p>Adapts language to aid communication</p> <p>Values diversity as a strength</p>
Compliance	
1.	Understands and complies with company policies and procedures
2.	Compliance with Working with Children Check and National Police Check Procedure. Notifying your supervisor of any circumstances that may impact on your ability to work with Vulnerable people, e.g. disclosing any criminal proceedings that occur following the initial check
3.	Commit to operating within ethical boundaries. Read and agree to the Code of Ethics and Conduct at induction, and at regular intervals. Raise any conflict of interest or secondary employment with supervisor
4.	Compliance with health and safety policy and procedure to ensure safety of self and others. Disclose any medical issues, past or vicarious trauma that arises and may impact on your ability to perform in your role
5.	Follows guidelines, policies and procedures when committing financial resources or processing financial transactions

6.	Maintains appropriate boundaries in all interactions with children, young people, families and staff according to The Family Centre policies and procedures
7.	Demonstrates knowledge of relevant legislation, national employment standards, Workplace Health and Safety legislation and SCHADS Award

Inherent Requirements of the Work Activities/Environment

Following is a table that outlines the main physical and psychological work environment characteristics that are representative of those an employee encounters while performing the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Element	Key Activity	Frequency
Work Environment	Manage demanding and changing workloads and competing priorities	Daily
	Work in a team environment	Daily
	Work in different geographic locations	Daily
	Be exposed to all outdoor weather conditions	Occasional
	Work office hours with the possibility of extended hours	Occasional
	Work in an open plan office	Daily
	Work in buildings which may have multiple stories	Daily
	Work at a computer or be in meetings for extended periods	Daily
People Contact	Liaise with our staff	Daily
	Liaise with government, non-government, businesses, and other community organisations	Regularly
	Liaise with clients/customers	Daily
Administrative Tasks	Undertake intensive administrative tasks, which include computer work, report writing (eg financial reports), participating in meetings and concentrating for long periods of time	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, electronic whiteboards	Daily
Transport	Drive vehicles possibly over long distances and in all traffic and weather conditions	Occasional
	Use public transport including trains, buses, trams and taxis	Occasional
Manual Handling	Lift and carry items up to 15 kgs	Occasional