

## POSITION DESCRIPTION

<b>Position Title</b>	Specialist Youth Worker
<b>Department</b>	Youth Services
<b>Classification</b>	SCHADS Award – Level commensurate with Qualifications and Experience
<b>Employment Status</b>	As per contract conditions
<b>Reporting to</b>	Program Manager

### Organisational Overview

The Bridge Youth Service (TBYS) plays a key role across the Goulburn Valley in youth support and advocacy. With offices located in Shepparton, Seymour and Wallan, TBYS delivers services and supports to young people and their families with a particular focus on those from marginalized and/or disadvantaged backgrounds but with a philosophy that includes the provision of services to all young people. TBYS offers a range of programs funded by government, private foundations and the local community. Programs focus on a diversity of issues and services include placement prevention, family reconciliation, family mediation, antenatal, parenting, housing support, mentoring and education support. For more information visit our website: [www.thebridge.org.au](http://www.thebridge.org.au).

**Our Vision:** By 2027 young people in our local community are resilient, connected and celebrated.

**Our Mission:** We nurture safety and wellbeing through a responsive model of care so that young people can look towards the future with optimism.

#### Guiding Principles:

- In diversity there is beauty and there is strength.
- Alone we can do a little; together we can do so much.
- Be curious always. For knowledge will not acquire you; you must acquire it.
- The value of an idea lies in the using of it.
- Stronger connections provide new opportunities and create healthy people, organisations and communities.
- Adaptability requires an open mind and a welcoming of new alternatives.

#### Our Values



Curiosity & New Ideas



Diversity: Collaboration  
and Collegiality



Connection & Reach



Flexibility

### Role Purpose

The position will provide case management within both the Youth & Family Support programs and the Education Settings program.

#### **Specialist Homelessness Support**

**Transitional Youth Support:** Providing case management support to young people aged 16-25 years aiming to achieve long-term housing, employment, education, health, and wellbeing outcomes for those who are homeless or at risk of homelessness. We aim to assist young people to resolve difficulties that may have contributed to the current situation, access and/or maintain safe and suitable housing to achieve independence.

**Family Reconciliation:** Providing case management support to young people aged 15-25 years who are newly homeless or at risk of homelessness due to family conflict or breakdown. We provide a family reconciliation response as a means of addressing the link between family conflict and youth homelessness. Young people are

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supported to repair family relationships, improve safety in the home and reduce risk of homelessness.

**STAR Housing:** This program is an Innovation Action Program, funded by the Victorian Government through the Victorian Homelessness Action Plan, to reduce and prevent homelessness for people at risk of or people experiencing homelessness. We aim to ensure that young people are not caught in the cycle of homelessness by being proactive with early intervention to sustain tenancies at risk.

**Finding Solutions/Adolescent Support Program:** Providing a rapid creative case management approach for young people aged 12-17 years and their families to prevent family breakdown and intervention for families where there may be protective issues. This can include mediation interventions, providing strategies and support aimed to strengthen the family unit. These programs aim to divert and prevent a significant proportion of young people entering out-of-home care systems.

**Individualised Support for Young People:** Based on team skillset, and funding opportunities presented, workers will support young people and their families to develop aspirations, make pro social connections and engage in a pathway that will lead to productive, healthy, and happy lives.

### **Education Settings:**

**Navigator Program:** Providing case management support to young people, their family and support network to address issues underlying disengagement and support re-engagement with their education and learning. Through individual coaching and mentoring provided by the worker the aim is to increase the young person's wellbeing, resilience, self-efficacy and social skills. This will be achieved by individual case coordination, group-work programs and the provision of information and supported referral.

Generalist youth work is a key component of this role, undertaking initial youth support in situations where young people do not meet existing TBYS programs and funding criteria.

Families and young people accepting support from The Bridge Youth Service do so on a voluntary basis.

This role may at times be called on to work within other programs as deemed necessary by the Executive Team.

### **Responsibilities**

A combination of these will be required, dependant on the young person/allocated program:

- Provide case management for young people as per allocated program.
- Provide a range of intensive intervention strategies to assist the resolution of identified issues.
- Assist in preventing the need for more intrusive Child Protection involvement.
- Meet the objectives and expected outcomes as per program guidelines.
- Provide individual coaching and mentoring, assisting young people to overcome learning, social and other barriers for engage and transition through education.
- Provide advocacy support and assertive outreach for young people and their families where applicable.
- Participate in relevant organisational and professional meetings.
- Provide reports in agreed format to designated Managers.
- Adhere to The Bridge Youth Service policies and procedures.

### **Hours and Conditions**

As per the contract conditions. Terms and condition according to the Social, Community, and Home Care & Disability Services Industry Award according to qualifications and experience.

We are a family friendly organization and offer an attractive remuneration package including significant salary sacrificing benefits and paid leave for all staff when our office closes between Christmas and New Year.

The position is subject to a successful Police Check and Ongoing employment is subject to a six-month probationary period.

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### Key Selection Criteria

1. A relevant tertiary qualification in youth, welfare or social work or a related field. (Minimum Diploma level)
2. Experience and knowledge in the youth services field, particularly outreach and case management models, including experience in completing risk & needs assessments.
3. Comprehensive understanding of child and adolescent development including key issues affecting young people.
4. Demonstrated ability to effectively communicate, liaise, consult and negotiate with a wide range of staff, support services, education providers and service users.
5. Well organized with the ability to be work autonomously as well as part of a team, in a collaborative setting
6. A passion for working with Youth

Additionally, you must have a

- Current driver's licence
- Current Working with Children Check

The Bridge Youth Service acknowledges Aboriginal people as the traditional custodians of the land on which we operate. We commit to working respectfully to honour their on-going cultural and spiritual connections to this country.

Diversity and inclusivity are important to The Bridge Youth Service and we are committed to ensuring our workplace and services reflect this. Everyone is welcome at The Bridge Youth Service, regardless of age, ethnicity, cultural background, gender, sexual orientation, religious affiliation, and physical ability.

The Bridge Youth Service is committed to protecting children and to creating a child safe environment by identifying and reporting signs of abuse.



Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_