

POSITION DESCRIPTION

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| Position Title: | Safe & Connected Futures Program – Senior Practitioner | | |
| Program/Team: | Early Intervention Team | | |
| Employment Type & Hours: | Full-time Contract until 30 June 2023 76 hours per fortnight | | |
| Award Conditions: | Social, Community, Home Care & Disabilities Services [SCHADS] Award 2010 | Remuneration: | Level 5 |
| Working From: | McLachlan St Fortitude Valley and / or other BYS offices. | | |
| Reporting Relationship: | Reports to the Early Intervention Team Manager | | |
| Probation Period: | 6 months | | |
| Primary Purpose of Position: | This position is a senior practitioner role working with young people and their extended families and carers in a strengths-based trauma-informed program designed to provide support for young people at the points of either early intervention/first engagement with homelessness services or exiting from them to independence. The Safe and Connected Futures Program involves piloting a range of interventions aimed at building better family connections and sustainable support for young people. The program will be both co-designed and evaluated with young people in collaboration with our university partners. | | |
| SELECTION CRITERIA – Applicants shall be assessed against these selection criteria. Applicants need to provide written responses to the selection criteria below of not more than two (2) pages in total. | | | |
| SELECTION CRITERIA: | <ol style="list-style-type: none"> 1. An understanding of and commitment to BYS' vision and objectives and demonstrated experience working within a strengths-based and trauma informed practice framework; 2. Strong skills in client-focussed engagement, planned support, needs and risk assessment; 3. Strong knowledge of and experience using a range of evidence informed practices and interventions when working with vulnerable and at-risk young people and/or their families and demonstrated ability to form and maintain positive relationships with young people and family members; 4. Advanced communication skills including written, oral, verbal and interpersonal skills; 5. Skills in facilitating both individual and group-based youth and/or family work with experience in nature-based/adventure therapy/activity-based ways of engaging with young people and/or families highly valued; 6. Demonstrated experience in strong collaborative practice including developing and maintaining networks and partnerships and the ability to navigate relationships with a diverse range of service providers and stakeholders; 7. Ability to engage in reflection and evaluation activities with young people and colleagues that contributes to overall program development and learning. | | |
| Education, Qualifications, Requirements (Mandatory): | <ul style="list-style-type: none"> • A tertiary qualification in Social Work, Psychology, Social Sciences or similar experience; • Current Queensland driver's license; | | |

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| | <ul style="list-style-type: none"> • Working with Children Suitability Card (Blue Card) / willingness to obtain a Blue Card prior to commencement; • Evidence of vaccination, immunity, or medical exemption for the following preventable diseases prior to commencement: Measles, Mumps, Rubella and Varicella (Chicken Pox); Pertussis (Whooping Cough); Hepatitis B (health team workers only) and COVID-19; • Three relevant references, including most recent Manager, if relevant. |
| Skills & Experience: | <ul style="list-style-type: none"> • Youth and / or family work skills; • Experience navigating service systems; • Broad practice knowledge and experience; • Highly developed critical reflection skills; • Data collection and evaluation skills; • Ability to work autonomously exercising initiative and demonstrating clear decision-making processes, but also able to take direction and guidance; • Capacity to work safely and creatively with young people and/or families in innovative ways (including potential for activity-based programs). |
| Personal Attributes: | <ul style="list-style-type: none"> • Personal drive and integrity; • Consultative and collaborative working attitude; • Demonstrates leadership qualities such as ability to mentor, support and guide; • Flexible, initiative, collaborative, inclusive, respectful, ethical, accountable; • Commitment to a learning culture and ongoing professional development. |
| KEY RESULT AREAS – Roles and responsibilities | |
| Service Delivery: | <ul style="list-style-type: none"> • Promote the Safe and Connected Futures Program to BYS staff, stakeholders and external agencies and represent BYS at meetings and networks professionally; • Manage intake and assessment processes for young people being referred into the Safe and Connected Futures Program; • Conduct any/all relevant risks assessments prior to and during service delivery. • Complete thorough assessments and develop a support plan with young people and/or family members; • Use and pilot a range of therapeutic and creative interventions and activities to support and strengthen family relationships, social and community connections; • Work collaboratively with family, schools, education and training providers, employers and community organisations to support young people to achieve their goals; • Co-facilitate and/or participate in the Safe & Connected Futures Youth Advisory Group; • Share practice knowledge and insights from the Safe and Connected Futures Program with BYS and/or external colleagues e.g., attend team meetings, provide presentations and/or consultations; • Provide centre based, outreach and offsite support (including home visits) as well as facilitating creative engagement/therapeutic activities with young people and/or family members in the program; • Collect and maintain accurate client data; • Contribute to monitoring, evaluation and reporting on program performance guided by the Safe & Connected Future Program Evaluation Framework and contracted reporting requirements; • Be active in both quantitative and qualitative data management to support BYS continual quality improvement; • Transport groups and individuals to appointments, meetings, and any other activities as required.; • Participate in staff training and development activities as required. |

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| People, Culture, Safety: | <ul style="list-style-type: none"> • Contribute to a culture of respect, optimism, accountability and resilience in line with BYSS organisation's values; • Attend supervision with Line Manager (at least monthly) to monitor and review the program and performance; • Participate in staff meetings, service reviews and organisational planning; • Participate as a collaborative and supportive team member, contributing to the overall effectiveness of the team and outcomes for young people; • Undertake and participate in staff training and development activities as required; • Protect and promote the rights of children and young people, including making decisions compatible with the <i>Human Rights Act 2019</i>; and responding to and reporting suspicions and disclosures of abuse or harm; • Employees must ensure a healthy and safe workplace for all by adhering to BYSS Work Health and Safety Policy, Procedures and Practices; • Support team induction processes including practice mentoring and shadowing opportunities for new team members; and where agreed with the Line Manager, provide supervision for the team; • Where agreed with the Line Manager, provide effective supervision to team members or supervise students and maintain supervision records in line with BYSS policies. |
| Administration | <ul style="list-style-type: none"> • Implement administration relating to the program, including accurate data, client files, correspondence, and financial records; • Submit and approve timesheets and leave requests accurately and on time on a fortnightly basis; • Maintain record keeping of incoming referrals; • Undertake any other tasks as required; |

The changing demands of BYSS's organisation requires it to have reasonable flexibility in stipulating the duties that you will undertake from time to time. You will be required to perform any other duties for which you have the appropriate skill and/or training which are assigned to you by BYSS, and these responsibilities do not limit what may be reasonably be requested of an employee during the course of their employment. As the successful applicant, you are required to sign and date this Position Description to demonstrate your commitment to fulfil this role in accordance with the key result areas outlined above.

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| Employee Name: | | Signature: | | Date: | |
| Manager Name: | | Signature: | | Date: | |