

## About Brisbane Youth Service

Thank you for your interest in the **Young Dads and Young Families Senior Practitioner** role with Brisbane Youth Service!

Brisbane Youth Service (BYS) has worked with homeless and vulnerable young people (aged 12 to 25 years) and young families in Brisbane and surrounding areas since 1977.

A leader in the community services industry, BYS provides housing, physical and mental health services as well as specialist programs for young women and young families, to assist them to overcome challenges and achieve life goals. BYS uses a client-centred, strengths-based practice approach when working with young people.

BYS supports each young person to identify their goals and holistically address the range of challenges they face. Even with brief support from BYS, most young people can move out of crisis and towards a better future.

Through research and evaluation programs, BYS builds knowledge to develop innovative supports, improve outcomes, and to raise awareness of issues impacting vulnerable young people in our community.

Currently, we have almost a hundred staff operating across six locations around Brisbane.

### Our Vision

New futures for young people

### Our Values (R.O.A.R)

Respect  
Optimism  
Accountability  
Resilience

### Our Commitment

To promote a just society for young people



# 88%

of young people told us that they are **happy that workers listen to them and they have a say** in their support at BYS.

# Employee Value Proposition

## We value our people

We value our people and the contribution they make to the community and the lives of the young people we support. That's why we have invested in our Employee Value Proposition, to make our employees' experience a memorable and rewarding one.

### By joining us at Brisbane Youth Service (BYS), you will benefit from the following:

- Additional annual leave (5+ weeks pro rata)
- Warm, friendly, and values-driven culture
- Generous salary packaging options
- Long service leave entitlement after five years' continuous service
- Annual professional development budget
- Career development opportunities
- Flexible working arrangements
- Paid study leave and parental leave to eligible employees

### Why our employees stay with BYS:

1. **Meaning:** "Our work positively supports and changes young people's lives and that gives me a sense of purpose."
2. **Team:** "I work with a great team who treat me with respect and genuinely care about me. We share the same goals and provide each other with feedback and support to achieve them."
3. **Flexibility:** "I have the flexibility to work the hours that meet my personal and family needs."
4. **Role:** "I have the autonomy to complete interesting and challenging work tasks."
5. **BYS mission, vision, and values:** "We live and breathe BYS's purpose, vision and values by putting young people at the centre of our decisions and how we work."
6. **Development:** "My manager is supportive of my professional development."

### WHAT YOUNG PEOPLE SAY ABOUT BYS

“ You were there for us when no one else was and **100% always had our backs.** You helped us to create a real home for our little family. ”

“ I was homeless and had no one else to rely on, BYS provided me with **reliable consistent support** to help me back on my feet. ”



## Young Dads and Young Families | Senior Practitioner

### Position Description

<b>Position Title:</b>	Young Dads and Young Families   Senior Practitioner		
<b>Program/Team:</b>	Young Women and Young Families Team		
<b>Employment Type &amp; Hours:</b>	Full-time or Part-time   60-76 hours per fortnight		
<b>Employment Award:</b>	Social, Community, Home Care & Disabilities Services [SCHADS] Award 2010	<b>Remuneration:</b>	Level 5
<b>Working From:</b>	Zillah Street, Greenslopes and/or other BYS offices		
<b>Reporting Relationships:</b>	Reports to the Young Women and Young Families Manager		
<b>Qualifying Period:</b>	6 months		
<b>Primary Purpose of Position:</b>	This position will engage with and support young families, with a focus on young fathers under 26 years of age who are vulnerable and or at risk of homelessness. The position will provide specialist support to young men that strengthens their identity as a father, develops their parenting skills, improves their family and personal relationships, improves the safety of their children and supports them to access/maintain stable housing.		
<b>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.</b>			
<b>Selection Criteria:</b>	<ol style="list-style-type: none"> <li>1. An understanding of, and commitment to BYS's vision, values and objectives and demonstrated experience working within a client-focussed, strengths-based and trauma informed practice framework;</li> <li>2. An understanding of the issues facing young families and young men, including homelessness, and demonstrated experience working holistically with vulnerable young people with complex needs;</li> <li>3. Knowledge and understanding of gendered nature of domestic violence, and the impact of domestic violence on young people and young families;</li> <li>4. Strong communication skills including interpersonal &amp; written skills and demonstrated ability to advocate effectively on behalf of others;</li> <li>5. Experience developing effective collaborative relationships with internal and external stakeholders, including government and community service providers.</li> </ol>		
<b>Education, Qualifications, Requirements [Mandatory]:</b>	<ul style="list-style-type: none"> <li>• A tertiary qualification in Social Work, Psychology, Social Sciences or comparable qualification OR substantial demonstrated experience in a related field;</li> <li>• Current Queensland driver's license;</li> <li>• Working with Children Suitability Card [Blue Card] / willingness to obtain a Blue Card prior to commencement;</li> <li>• 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;</li> </ul>		

	<ul style="list-style-type: none"> <li>• Three relevant references, including most recent Manager, if relevant.</li> </ul>
<b>Skills &amp; Experience:</b>	<ul style="list-style-type: none"> <li>• Skills and experience in providing case management support to vulnerable young people and/or young families, including offsite and mobile work;</li> <li>• Skills and experience in provision of parenting support and skills to young families;</li> <li>• Experience working with families and/or individuals with different values, beliefs, faiths, cultural influences, family structures and circumstances;</li> <li>• Experience working collaboratively with community and government agencies e.g. Child Safety;</li> <li>• Experience working with fathers and men where there are protective concerns and/or domestic violence issues;</li> <li>• Experience or training in the Safe and Together Advocacy model (desirable).</li> </ul>
<b>Personal Attributes:</b>	<ul style="list-style-type: none"> <li>• Personal drive and integrity;</li> <li>• Consultative and collaborative working attitude;</li> <li>• Flexible, self-directed, inclusive, respectful, ethical, accountable;</li> <li>• Commitment to a learning culture and ongoing professional development.</li> </ul>
<b>KEY RESULT AREAS – Roles and Responsibilities</b>	
<b>Service Delivery:</b>	<ul style="list-style-type: none"> <li>• Manage a caseload of young fathers with children who may or may not be in their direct care;</li> <li>• Provide support to protect and strengthen families through a professional, responsive, child-centred and family focussed practice approach. (Support will be focussed on young fathers but may also include provision of support to young mothers);</li> <li>• Provide planned interventions to support young parents who are homeless or at risk of homelessness;</li> <li>• Conduct intake and assessment for young dads/parents, including completing a BYS parent/child profile;</li> <li>• Assist young parents to identify and achieve their goals through effective planned support that is regularly reviewed;</li> <li>• Provide information, advice and advocacy for young parents and link them with other relevant services to facilitate ongoing support;</li> <li>• Transport groups and individuals to appointments, meetings, and any other activities as required.</li> </ul>
<b>People, Culture, Safety:</b>	<ul style="list-style-type: none"> <li>• Comply with the BYS Code of Conduct to ensure ethical and professional practice;</li> <li>• Attend regular supervision and reviews with the Program Manager to monitor service delivery and performance;</li> <li>• Participate in staff meetings, service reviews and organisational planning;</li> <li>• Participate as a collaborative and supportive team member, contributing to the overall effectiveness of the team and outcomes for young people;</li> <li>• Participate in staff training and development activities as required;</li> <li>• 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;</li> </ul>

	<ul style="list-style-type: none"> <li>• Ensure a healthy and safe workplace for all by adhering to <a href="#">BYS Work Health and Safety Policy</a>, Procedures and Practices;</li> <li>• Where agreed with Manager, supervise students, project workers and volunteers to support the team and safeguard the quality of the service.</li> </ul>
<b>Administration:</b>	<ul style="list-style-type: none"> <li>• Undertake administration relating to the service, including maintaining accurate records, client files, correspondence and statistics;</li> <li>• Collect and maintain accurate client records and data, to contribute to monitoring, evaluation and reporting on program performance;</li> <li>• Participate in both quantitative and qualitative data collection to support BYS continual quality improvement;</li> <li>• Submit timesheets and leave requests accurately and on time on a fortnightly basis, in accordance with relevant legislation and organisational policy and procedure;</li> <li>• Prepare reports as required;</li> <li>• Implement relevant service standards to ensure quality service provision.</li> </ul>

*The changing demands of BYS'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 BYS, 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.*

## How to Apply

Thank you for taking the time to review this position and for considering working with Brisbane Youth Service.

To apply, please email your (1) Cover letter addressing the selection criteria along with your (2) CV to **Mel Bradford, HR Manager**, at [hr@brisyouth.org](mailto:hr@brisyouth.org).

Applications for this position close **11:59pm Sunday, 4 September 2022**.

Applications will be reviewed and shortlisted as they are submitted. Interviews will take place progressively for successfully shortlisted applicants.

We look forward to hearing from you!



Join Brisbane Youth Service  
to **make a difference**  
in the lives of vulnerable young  
people and their families.

