

About Brisbane Youth Service

Thank you for your interest in the **Young Families Brief Intervention Worker** position 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 Families Brief Intervention Worker

Position Description

Position Title:	Young Families Brief Intervention Worker		
Program/Team:	Young Women and Young Families		
Employment Type & Hours:	Full Time 76 hours per fortnight To June 30, 2023 (extension dependent on continued funding)		
Award Conditions:	Social, Community, Home Care & Disabilities Services [SCHADS] Award 2010	Remuneration:	Level 4
Working From:	Zillah Street, Greenslopes; and McLachlan Street, Fortitude Valley sites		
Reporting Relationships:	Reports to the Young Women and Young Families Manager		
Qualifying Period:	6 months		
Primary Purpose of Position:	This position provides young families who are homeless or at risk of homelessness with solution focused crisis and brief interventions and thorough assessment and referrals, both internal to BYS and to the wider community.		
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. Understanding of and commitment to BYS vision, objectives and practice framework; 2. Demonstrated understanding of the issues impacting young families experiencing or at risk of homelessness; 3. Demonstrated ability to undertake thorough assessments of a young family's situation and support needs, including risk assessments; 4. Demonstrated ability to work holistically with vulnerable young families, building trusting relationships and delivering solution focussed crisis and brief interventions; 5. Strong communication skills, including interpersonal skills and writing skills and the ability to advocate effectively on behalf of others; 6. Strong organisational and planning skills and the demonstrated ability to work independently and prioritise and manage competing demands. 		
Education, Qualifications, Requirements [Mandatory]:	<ul style="list-style-type: none"> • A tertiary qualification in Social Work, Psychology, Social Sciences or comparable qualification OR substantial demonstrated experience in a related field; • Current Queensland driver's license; • 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"> • Experience working with vulnerable young families; • Experience in a front-line service delivery setting (desirable); • Experience working collaboratively with other agencies. 		
Personal Attributes:	<ul style="list-style-type: none"> • Personal drive and integrity; • Consultative and collaborative working attitude; 		

	<ul style="list-style-type: none"> • Flexible, initiative, collaborative, inclusive, respectful, ethical, accountable; • Ability to work independently exercising initiative, judgement and decision making; • Commitment to a learning culture and ongoing professional development; • Provide education and support to other staff members including mentoring and guidance in regard to effective support of young families and young children.
KEY RESULT AREAS - Role and Responsibilities	
Service Delivery:	<ul style="list-style-type: none"> • Complete thorough assessments and provide crisis and brief interventions with young families; • Provide centre based, phone support and mobile support including outreach visits; • Facilitate referrals and support young families to access housing, legal, physical and mental health support, education and employment, and engage with their community; • Facilitate appropriate referrals of young families where ongoing support is required; • Create and maintain support plans and case notes in line with organisational policies and procedures; • Develop networks and collaborative relationships with internal and external providers; • Assist with keeping shared service delivery space clean and operational; • Collect and maintain accurate client data, to contribute to monitoring, evaluation and reporting on program performance; • Participate in both quantitative and qualitative data collection to support BYS continual quality improvement; • Participate in staff training and development activities as required; • Participate in case planning and review and service planning; • Transport groups and individuals to appointments, meetings, and any other activities as required; • Undertake other tasks as required.
People, Culture, Safety:	<ul style="list-style-type: none"> • Contribute to a culture of respect, optimism, accountability and resilience in line with organisational values; • Participate in supervision, team meetings and performance reviews; • Identify and participate in training and professional development opportunities; • Where agreed with the Manager, supervise students, project staff and volunteers; • 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; • Ensure a healthy and safe workplace for all by adhering to BYS Work Health and Safety Policy, Procedures and Practices.
Administration:	<ul style="list-style-type: none"> • Undertake all administrative functions relating to the role in accordance with relevant policies and procedures; • Submit timesheets and leave requests accurately and on time on a fortnightly basis, in accordance with relevant legislation and organisational policy and procedure; • Prepare reports as required.

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 their employment.

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.

Applications for this position close **11:59pm Sunday, 21 August 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.

