

About Brisbane Youth Service

Thank you for your interest in the **Safe and Connected Futures 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 over one hundred staff operating across seven locations throughout 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.



For outstanding performance in work practices and employee engagement.

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.

There's a great culture of doing good work while ensuring our staff are happy and healthy. We have plenty of initiatives to get involved in, including the RAP committee, Health & Wellbeing, Green Team etc. and were the proud recipients of The Voice Project's **Workplace of the Year for 2022**.

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

- Additional leave entitlements:
 - 5.5 weeks pro-rata annual leave entitlement as standard
 - 6.5 weeks long service leave pro-rata entitlement after 5 years' continuous service
 - 2 weeks paid study leave pro-rata per annum for eligible employees
 - 6 weeks paid (genderless) parental leave pro-rata for eligible employees
- Generous not-for-profit salary packaging benefits up to \$18,549.00 per FBT year
- Flexible working arrangements to fit individual work-life integration and endorse the use of personal leave for mental health days
- Warm, friendly, and values-driven culture
- Designated time to catch up one-on-one between staff and line managers and annual professional development reviews that look at achieving longer-term career development opportunities
- Access to professional counselling as part of employee benefits package (EAP)
- Consultation and feedback processes embedded in workplace culture
- Annual professional development budget to eligible employees
- Organisational-wide training program and 6 all-staff training days per year

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. **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."
5. **Development:** "My manager is supportive of my professional development."

“ 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. ”



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Title: Safe and Connected Futures Program Senior Practitioner

Version: 1

Issue Date: Feb 2021

Last Reviewed Date: Feb 2021

Next Review: 24 Months

Intake and Brief Intervention Worker

Position Description

Position Title:	Safe and Connected Futures Senior Practitioner		
Program/Team:	Early Intervention team		
Employment Type & Hours:	Full-time 76 hours per fortnight		
Award Conditions:	Social, Community, Home Care & Disabilities Services [SCHADS] Award 2010	Remuneration:	SACS Level 5
Working From:	McLachlan Street, Fortitude Valley and/or other BYS offices		
Reporting Relationships:	Reports to the Early Intervention Manager		
Probation Period:	Six [6] months		
Primary Purpose of Position:	<p>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.</p>		
<p>In addition to submitting a resume or CV applicants must address the selection criteria [below] in their cover letter to be considered for shortlisting</p>			
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, 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 <ol style="list-style-type: none"> 1. Ability to engage in reflection and evaluation activities with young people and colleagues that contributes to overall program development and learning 		
Education, Qualifications, Requirements	<ul style="list-style-type: none"> • A tertiary qualification in Social Work, Human Services, Community Development, Psychology, a Clinical Health discipline or similar, and/or substantial relevant work experience • Current Queensland driver's license 		

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[Mandatory]:	<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]; 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 eg. 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

	<ul style="list-style-type: none"> • 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. • 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 BYS 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 • Where agreed with the Line Manager, supervise students
Administration:	<ul style="list-style-type: none"> • Implement administration relating to the program, including accurate data, client files, correspondence, and financial records • Submit timesheets and leave requests on time and accurately • Maintain record keeping of incoming referrals • Undertake any other tasks as required

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 **the HR team** at hr@brisyouth.org.

Applications for this position close **9:00a.m. Monday, 13 November 2023**.

Interviews may take place progressively for successfully shortlisted applicants with an immediate start available. The position may be withdrawn earlier than the close date if an applicant is successfully appointed prior.

We look forward to hearing from you!

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

