

About Brisbane Youth Service

Thank you for your interest in the **Youth Domestic and Family Violence [DFV] Advocate** 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.

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. ”



Title: Youth Domestic and Family Violence [DFV] Advocate

Version: 2

Issue Date: Aug 2021

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Next Review: 24

Months

Youth Domestic and Family Violence [DFV] Advocate

Position Description

Position Title:	Youth Domestic and Family Violence [DFV] Advocate		
Program/Team:	Young Women and Young Families		
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:	Zillah Street, Greenslopes McLachlan Street, Fortitude Valley and/or other BYS offices		
Reporting Relationships:	Reports to the Young Women and Young Families Manager		
Probation Period:	Six [6] months		
Primary Purpose of Position:	This position provides support to young people who are homeless or at risk of homelessness and who are affected by DFV. This position will provide support to workers and clients across Brisbane Youth Services to respond to DFV experiences and will work closely with specialist DFV services to assess risk, safety plan and provide co-ordinated responses to young people experiencing DFV.		
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 & commitment to BYS vision, objectives, and practice framework 2. Demonstrated understanding of issues impacting young people experiencing or at risk of homelessness, including a gendered understanding of youth DFV 3. Demonstrated ability to undertake thorough assessments of a young person’s situation and support needs, including risk assessments and safety planning 4. Demonstrated ability to work holistically with vulnerable young people and providing case consults to workers 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 7. Demonstrated capacity to collaborate across the service system to provide a DFV response 		
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]; and COVID-19 		

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	<ul style="list-style-type: none"> • Three relevant references, including most recent Manager, if relevant
Skills & Experience:	<ul style="list-style-type: none"> • Experience working with vulnerable young people impacted by DFV • 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 • 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 – Roles and Responsibilities	
Service Delivery:	<ul style="list-style-type: none"> • Complete thorough risk assessments and provide support to young people experiencing DFV either through direct involvement with a consenting young person or through consult with their case manager • Provide centre based, phone support and mobile support including outreach visits • Facilitate referrals and support young people to access DFV specialist services as required • Develop networks and collaborative relationships with internal and external providers within the DFV integrated service response • Co-ordinate staff training and professional development activities to support the skilling up of workers across BYS in the provision of DFV informed responses to young people as required • Participate in case planning, review and service planning • Build capacity of BYS workers/teams to identify and respond to violence related issues through practice development, advice and support <p>Undertake other tasks as required</p>
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 <u>Work Health and Safety Policy</u>, 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

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	<ul style="list-style-type: none"> • Submit timesheets and leave requests accurately and on time on a fortnightly basis in accordance with relevant legislation and organisational policies • Prepare reports as required
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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.

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!



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



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