

POSITION DESCRIPTION

Position Title:	Safe Young Mums and Bubs Senior Practitioner		
Program/Team:	Young Women, Families and Safe Relationships [YWFSR]		
Employment Type & Hours:	Full-time 76 hours per fortnight [18-month contract with possibility of extension and in line with current funding contract]		
Award Conditions:	Social, Community, Home Care & Disabilities Services [SCHADS] Award 2010	Remuneration:	SACS Level 5
Working From:	SYMB House located in Greenslopes and/or other BYS offices		
Reporting Relationships:	Reports to Safe Young Mums and Bubs Manager Line Manager responsibility for up to three [3] direct reports		
Qualifying Period:	Six [6] months		
Primary purpose of position:	This position provides support to pregnant and/or parenting young women, aged 16- 25 years, and their babies, aged 0-3 years, who have experienced unstable housing, been impacted by domestic and family violence (DFV) and at risk of statutory intervention from Department of Child Safety, Seniors and Disability Services (DCSSDS). The role involves highly skilled planned support, practice advice and coordination within the BYS Safe Young Mums and Bubs 24/7 Supported Accommodation Program.		
In addition to submitting a resume or CV applicants must address the selection criteria [below] in their cover letter to be considered for shortlisting			
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 parents experiencing or at risk of homelessness, including a gendered understanding of youth DFV, mental health and developmental trauma. 3. Demonstrated ability to undertake comprehensive strengths-based case planning of a young family’s situation and support needs, including report writing, reviewing support plans, risk assessments and safety planning. 4. Demonstrated understanding of infant needs, including attachment, developmental and basic care needs. 5. Demonstrated ability to holistically work with vulnerable parents and their infants, to build their parenting skills, improve relationships and support safety. 6. Experience with complex service systems and skills in collaborative case management that support young parent’s ability to meet the needs of their children. 7. Strong communication and organisational skills including advocacy, critical thinking and self-reflection, with the demonstrated ability to manage competing priorities and meet deadlines. 8. Ability to work with minimal supervision, exercising an informed level of initiative, judgement and decision making, while sharing knowledge and building skills within the team. 		

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 • National Police Check Clearance • 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 and Experience:	<ul style="list-style-type: none"> • Specialist knowledge and experience working with young parents and their children affected by domestic and family violence, at risk of homelessness and DCSSDS intervention. • Experience coordinating support and services for vulnerable families with complex needs; including working within groups, 1:1 and outreach. • Experience developing collaborative relationships with internal and external support providers, including knowledge of the DCSSDS and DFV service system, and associated legislation. • Computer and report writing skills. • Understanding and application of the following practice frameworks: <ul style="list-style-type: none"> - Safe and Together - Attachment and Developmental Trauma - Gendered understanding of domestic violence [DV] • Evidence-based practice for working therapeutically with young parents who have experienced complex trauma.
Personal Attributes:	<ul style="list-style-type: none"> • Personal drive and integrity and ability to stay calm under pressure • Consultative and collaborative working attitude. • Flexible, self-directed initiative, collaborative, inclusive, respectful, ethical, accountable. • Commitment to a learning culture and ongoing professional development • Self-reflective and critical thinking with sound analytical skills. • Ability to work independently exercising initiative, judgement and decision making.
Role and responsibilities	
Leadership	<ul style="list-style-type: none"> • [Where agreed with manager] monitor performance plans, learning and development plans and self-care plans for students on placement and team members • [Where agreed with manager] supervise students on placement, and team members maintaining supervision records and annual performance development plans in line with BYS policies • Develop leadership and support team induction processes including training, practice mentoring and shadowing opportunities for new team members • Assist to identify opportunities for service growth and contribute to funding submissions • Represent the SYMB’s team and participate in relevant networks, forums, and internal and external stakeholder meetings for the purposes of improving the quality of practice and service delivery

<p>Service Delivery:</p>	<ul style="list-style-type: none"> • Establish, implement, monitor and provide planned support to young parents to overcome homelessness, increase safety and build their parenting ability; with the aim to transition to independently caring for their child in their own home. • Conduct thorough intake, assessment and support planning with young parents to plan their entry in the program. • Provide coordinated support planning with other BYS staff, agencies and government entities to maximise outcomes for young women and their children. • Build capacity of BYS 24/7 staff through education and support to staff members, including mentoring and guidance regarding effective support of vulnerable young parents and their children. • Deliver quality services to young families by ensuring thorough induction, assessment of needs, case coordination, development of support plans, coordinating referrals, and the alignment of interventions with relevant legislation, service standards and the BYS practice framework. • Undertake basic care tasks of infants as needed; in consideration of the support needs of the family and using a strengths-based framework. • Write comprehensive parenting assessments, informed by strength and evidence-based practice This includes providing feedback and assessment to young families that is accessible and meaningful for supporting their progress. • Develop networks and collaborative relationships with internal and external providers. • Contribute to program evaluation activities and utilise learnings to continuously adapt and improve service responses for young families. • Support delivery of group work and social action activities, within the context of increasing women’s positive experiences within the community. • Participate in team meetings to contribute to ongoing improvement, team reflection, provide constructive feedback on service / program delivery, review support plans for young families and report maintenance and repairs. • Undertake child protection reporting in collaboration with the SYMB Manager • Implement relevant service standards to ensure quality service provision • Transport groups and individuals to appointments, meetings, and any other activities as required • Undertake risk assessments and safety planning appropriate to the task.
<p>People, Culture, Safety:</p>	<ul style="list-style-type: none"> • Facilitate a culture of respect, optimism, accountability and resilience in line with the organisation’s values • Encourage a trusting, cohesive environment where people can express opinions, and those opinions are heard • Monitor and report risks in the delivery of services for young people • Facilitate critical incident responses to ensure the safety of young people, staff and the community • Comply with the BYS Code of Conduct to ensure ethical and professional practice • Participate in staff meetings, service reviews, organisational planning, staff training and development activities as required • Participate in monthly supervision and annual performance development reviews with line with BYS policy to monitor service delivery, performance and long-term career planning • 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

	<ul style="list-style-type: none"> • Ensure a healthy and safe workplace for all by adhering to BYS WHS policy, procedures and practices. • Actively participate to deliver the BYS Reconciliation Action Plan [RAP] initiatives and measurable actions that support First Nations equality across our organisation and services
Administration:	<ul style="list-style-type: none"> • Implement relevant service standards to ensure quality service provision; • Coordinate administrative functions relating to the role, including maintaining accurate records, client files, correspondence and statistics • Review shift notes of 24/7 staff to inform service delivery and continuous improvement • Provide mandatory performance reporting information against contracted targets and facilitating bodies and budgets, in collaboration with the Line Manager • Collect and coordinate accurate client records and data, to contribute to monitoring, evaluation and reporting on program performance • Participate and develop quantitative and qualitative data collection to support BYS continual quality improvement • Submit and approve timesheet variances and leave requests accurately and on time on a fortnightly basis, resolving any discrepancies in accordance with organisational policy and procedure • Undertake any other tasks 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 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.

Employee Name:		Signature:		Date:	
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