

Position Description

DETAILS

Position Title	Reconnect – Youth and Family Worker
Directorate / Service / Program	Client Services / Youth Services / The Geelong Project
Reports to	Team Leader – The Geelong Project
Location	Geelong
Classification	Social, Community, Home Care and Disability Services Industry Award Level 5
Date Revised	March 2023

ABOUT US

Bethany Group and Barwon Child, Youth & Family (BCYF), are two of Geelong’s oldest and well-regarded community support and early childhood education providers in the Barwon and Southwest regions in Victoria.

In March 2022, BCYF and Bethany Group (Bethany Community Support Inc. and Bethany Kindergarten Services Ltd.) agreed to a merger of the two organisations into a single legal entity known as BCYF – Bethany Limited. This decision followed a 12-month exploration and due diligence project and is seen as a collaborative merger of two equal partners with common objectives. The merger completion date, that is the transition to a new entity, is planned to be on 31 March 2023.

After extensive consultation and collaboration with our existing workforce and key stakeholders, the Purpose, Vision and Values for the new organisation have been developed. These will set the foundation for the formation of our new combined entity:

Our Purpose: Supporting people, strengthening communities.

Our Vision: A fair, safe and inclusive community where everyone can thrive.

Our Values: Build Connection, Show Courage, Inspire Action, Celebrate Difference, Be Dynamic.

INCLUSION STATEMENT

BCYF – Bethany Limited are committed to being a place where everyone has a sense of belonging.

We embrace the unique perspectives and experience of our people and our community, and their voice is at the heart of our values and decision making.

We aim to be courageous as we learn, grow, and evolve as an accessible, inclusive and safe organisation for people of all identities.

We are working to create a team of people who reflect the diverse community we support. Aboriginal and Torres Strait Islander, LGBTQIA+, culturally diverse people, those living with a disability, and those looking to return to the workforce following a break in their career, are encouraged to apply for our roles.

CHILD SAFETY STATEMENT

BCYF – Bethany Limited are committed to child safety in every aspect of the organisations. We take deliberate steps to protect children from physical, sexual, emotional, and psychological abuse and neglect. Our organisation fosters openness to create a culture in which everyone – staff, parents, carers, and children – feel confident, enabled, and supported to safely disclose child safety or wellbeing concerns.

We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities. We are committed to the cultural safety of all children and young people. This includes providing a safe environment for children and young people with a disability, who are Aboriginal and Torres Strait Islander, from culturally and/or linguistically diverse backgrounds or who identify as LGBTI+.

BCYF – Bethany Limited policies and practices promote the safety and wellbeing of children and establish an effective, consistent approach to prevent, respond to and encourage the reporting of allegations of child abuse and harm.

All children, their families and carers should feel welcome at BCYF – Bethany Limited, including feeling able to express their identity and raise concerns about their own or others' safety.

POSITION OVERVIEW

Geelong Reconnect in Barwon is a joint initiative between Barwon Child, Youth & Family – Bethany Limited and MacKillop Family Services, with MacKillop Family Services as the lead agency. Reconnect – Youth & Family Worker (RYFW) will work within a youth focused family centred paradigm based on early intervention practices. RYFW will be responsible for delivering high quality, innovative and evidenced based interventions to support young people and their families to address risk factors leading to youth homelessness, youth offending and school disengagement. RYFW will develop protective factors that will enable young people to develop aspirations, make pro social connections and engage in a pathway that will lead to productive, healthy and safe lives. This position will be based within Youth Services Learning and Engagement portfolio.

The key objectives of this role are:

- Provide a range interventions (such as case management, single session therapy, mediation etc.) to divert young people and families from crisis services
- Identify and implement conflict resolution, mediation and communication strategies for use by young people and their families
- Holistically assess the needs of young people and their families – with a particular focus on the barriers to housing and education & employment
- Work in collaboration with other Youth Services programs to provide a range of complementary interventions

KEY ACCOUNTABILITIES

Duties of this position may include, but are not limited to the following:

- Provide a range of interventions (case management, single session therapy, mediation) to divert young people and families from crisis services and to support them in sustaining their living situation
- Provision of high quality and intensive level of early intervention case support for young people and their families to divert away from youth homelessness =
- Advocate for young people and assist with referrals to relevant services and programs operating in the region where appropriate
- Identify and implements conflict resolution and communication strategies for use by young people and their families
- Record and maintain data in accordance with program requirements and legislation.
- Assist with the administration of brokerage
- Complete thorough , risk assessments and safety plans.
- Work collaboratively with Youth Homelessness Supports, Intake and Accommodation, Learning & Engagement portfolios

- Liaise and work collaboratively with school staff and other relevant services in the best interests of the young person and their family
- Engage with young people and their families through assertive outreach
- Seek secondary consultation and advice from relevant experts, specialists and experienced peers to support decision-making.
- Provide support and secondary consultation to school staff regarding young people and families
- Other reasonable duties as directed

Organisational Accountabilities:

- Apply BCYF – Bethany Limited quality and risk management frameworks.
- Understand and comply with the standards of a child safe organisation in both practice and culture.
- Active involvement in professional development to build knowledge and skills.
- Make decisions following the values, and the relevant standards, practices, policies, procedures, regulations, industrial instruments and legislation.

QUALIFICATIONS, SKILLS AND EXPERIENCE

- Qualification or equivalent in Youth, Social Work or Community Welfare (Diploma +) and experience in client service functions.
- Experience in providing high quality case management support with vulnerable young people and families particularly through the framework of early intervention.
- Effective case management planning from assessment, outcomes orientated planning and thorough exit planning ensuring there is an end-to-end process with all casework. Casework demonstrates young people are involved and lead process throughout support period
- Understand early intervention policy and practice as it applies to youth homelessness.
- Ability to rapidly establish effective relationships with young people, families, and points of referral.
- Understand the purpose and expectations of the Victorian Child Safe Standards and demonstrated commitment to contributing to a child safe organisation in both practice and culture.
- Victorian Driver's Licence.

OTHER REQUIREMENTS OF THE ROLE

All employees must undergo and maintain a range of satisfactory checks as a condition of employment. These include:

- Working with Children Check
- National Police Check
- International Police Check (if required)
- Have the right to work in Australia

KEY STAKEHOLDERS

- Bethany Group Staff
- BCYF Staff
- Mackillop Family Services

- BCYF Bethany Limited Youth Services
- Schools
- The Geelong Project and Barwon Navigator
- Department of Families, Fairness and Housing (DFFH)
- BCYF Bethany Limited Family & Community Services
- headspace
- Other Community Services organisations

PHYSICAL REQUIREMENTS & ENVIRONMENTAL CONDITIONS OF THE ROLE

BCYF – Bethany Limited are committed to creating inclusive spaces that are accessible for everyone

Required activities / working environment	Frequency
Computer based tasks, sedentary position, office based	Often
Repetitive manual tasks	Rarely
Working in buildings which may have stairs <i>(Reasonable adjustments can be made)</i>	Often
Driving, in & out of vehicles <i>(If driving is required, must hold current Victorian Driver Licence)</i>	Often
Bending, lifting, pushing, pulling	Often
Working alone or at a co-located site	Often
Confrontational/confronting situations <i>(Due to the nature of our work, there may be times when staff are exposed to behaviour, language and/or situations that can be confronting)</i>	Sometimes
Working outside in differing weather conditions	Rarely
Working oncall and/or after hours	Rarely
Attending external locations including client homes	Often

by reducing and/or removing barriers through reasonable adjustments.

The following table shows the physical and psychological work environment characteristics that have been identified as part of this role. Where possible, BCYF – Bethany Limited will make reasonable adjustments to support individuals to succeed in their roles.

Note: The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.

EMPLOYEE DECLARATION

I have read and understood this Position Description and in signing this document agree that I can fulfill all the requirements of the position described in this document. Additionally, I agree to notify management immediately of any change in my capacity to meet any of the requirements outlined in this Position Description.

Name:	Signature:	Date:
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