

Position Description

Title	Detour Youth Coach
Business Unit	Child, Youth & Family Services
Location	136 Maude Street, Shepparton VIC 3630
Employment type	Full-time, Maximum Term (until 31 December 2023)
Reports to	Team Leader, Youth Services

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

The Detour program is an early intervention program for young people aged 12-24 years and their families or significant adults. Delivered in partnership with Melbourne City Mission, Uniting and Kids Under Cover, the initiative aims to address potential homelessness in young people by providing intensive wrap-around coaching support services by assisting with individualised intensive support packages. Packages include support for families aiming to improve the lives of individuals and the community. The program aims to provide access to early intervention and prevention services, implement a new approach that helps young people develop the skills and resources they need to achieve their potential, ensures young people commit to an integrated plan that creates a pathway to successful independence, and connects young people to their families, community, and the right support at the right time.

2. Scope

Budget: nil

People: nil

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3. Relationships

Internal

- Detour team
- Team Leader- Youth Services
- Senior Manager Youth, Parenting and Family Services
- Diversity Project team
- Reconnect Newly Arrived Young People team
- School Focused Youth Services team
- New Arrival Support Services team
- Uniting staff

External

- Welfare support staff in schools
- Centrelink
- Headspace
- Kids Under Cover
- Melbourne City Mission Detour team

4. Key responsibility areas

Service delivery

- Work with the Detour team, partners, and service providers to provide effective early intervention strategies for “at risk” young people and their families.
- Work in partnership with external agencies, such as Centrelink, schools and headspace including co-location opportunities at their offices.
- Where possible support young people to return to their community and family of origin.
- Ensure each client is committed to their individual Detour Action Plan enabling each Detour client to:
 - Access appropriate, sustainable financial support
 - Engage with school, training or employment
 - Live in safe, secure and stable accommodation
 - Engage and connect with family, friends and school, and create positive community connections
 - Manage health issues and create a healthy lifestyle
 - Gain relevant life skills, resourcefulness and self-belief
- Provide comprehensive support for young people and their families within the Detour framework.
- Maintain and develop effective partnerships with a wide breadth of services including specialist and mainstream services.
- Participate in the Detour Action Research Project, professional coach training and supervision

Finance Management

- Work in collaboration with the program Team Leader in monitoring and implementing the program budget.

Quality and risk

- Assist in the identification of gaps and inadequacies in policy and procedures and make recommendations for change within the agency.
- Assist in the identification of gaps and inadequacies in policy relating to young people, their families and communities, and make recommendations for change through the agency.
- Submission of incident reports, risk management reports and provide input into quality reports.

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- Provision of risk management plans related to program activities as relevant.

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.

5. Performance indicators

- Supporting minimum 17 clients
- Maintaining case notes according to Uniting CYFS policies
- Participation in relevant Care Team Meetings, internal/external meetings
- Relationship building with networking opportunities given
- Case Planning for case managed clients

6. Person specification

Qualifications

- An appropriate tertiary and / or post-graduate qualification is preferred, with relevant experience in the community, human services or social welfare sectors.

Experience

- Significant experience in working with and providing casework to young people and their families, particularly within the context of early intervention and youth homelessness.
- Knowledge and experience with the youth homelessness sector and / or mainstream services.
- Extensive knowledge of casework principles.
- The capacity to deliver group work initiatives.
- An understanding of key issues as related to youth homelessness and family breakdown.
- Knowledge and / or experience in Action Research and other related participatory engagement strategies.
- Demonstrated experience and knowledge in strength-based casework practice and group work.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- **Safe environment:** Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.

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- **Teamwork and independency:** demonstrated experience in working within a team environment and the ability to work independently.
- **Relationship building:** the ability to network and establish sound working relationships with related services, especially primary and secondary schools and community agencies.
- **Computer skills:** intermediate to advanced computer skills (Microsoft Word / Excel / Outlook) and experience in working with databases.
- **Develops self:** learns from experience; actively pursues learning and skill development; seeks feedback and welcomes unsolicited feedback.
- **Client-focused:** works in collaborative partnerships with clients; communicates and focuses on the needs of the client whilst trying to achieve the best possible outcome.
- **Diversity, gender and respectful relationships:** knowledge and understanding of the principles of anti-discrimination and equal opportunity legislation; demonstrates ability to interpret and uphold principles and standards of equal opportunity policies into practice; committed to building a workplace culture that actively promotes equal and respectful relationships between genders.
- Current Australian Drivers Licence

7. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

8. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

Signature:

Date: