

# Position Description

<b>Title</b>	Youth Outreach Recovery Worker
<b>Business Unit</b>	Mental Health
<b>Location</b>	185 Baillie Street, Horsham
<b>Employment type</b>	Full-time Maximum term to June 2022
<b>Reports to</b>	Clinical Coordinator, Youth Residential Mental Health & Withdrawal 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

Working in a residential setting you will assist young people aged 16-25 years who have a mental health diagnosis that is disrupting their day to day living to better manage their mental health and personal wellbeing in a way that is meaningful to them. You will work in partnership with the young person to identify and create a vision for their future as they move towards independence in the community of their choice. The aim is to build personal resilience and community connections as the young people transition out of a residential setting.

## 2. Scope

**Budget:** Nil

**People:** Nil

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### 3. Relationships

#### Internal

- Housing staff
- AOD staff
- Clinical services staff
- Tabor House staff

#### External

- Employment providers
  - Centrelink
  - Youth mental health services
  - HousingVic
  - General Practitioners
  - Allied Health providers
  - Sporting clubs
  - The Orange Door Ballarat
  - headspace Ballarat and Horsham
  - Schools, TAFEs, universities
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### 4. Key responsibility areas

#### Service delivery

- Work equitably with all young people of the service with high regard for people's right to dignity, privacy, independence, and respect
- Assist young people to plan and identify strategies to achieve personal goals moving towards personal autonomy and independence
- Work within a trauma informed recovery-oriented framework leading to better outcomes for young people.
- Develop trusting, positive, and professional relationships with all participants and providers.
- Plan social and group activities with participants and team members to increase community connections.
- Support young people to navigate the community service system as required meeting their individual needs
- Participate in local community celebrations and events e.g. Mental Health Week.
- Provide practical in-home support through skills building to young people within the program to maintain a healthy and reasonable living environment.
- Provide assistance and support to the day to day running and operations of Barnagren, including general care and cleaning of the environment as required.
- Support and assist student placements within the program.
- Ensure compliance with record keeping as per program and Department of Health and Human Services requirements.
- Advocate and liaise with internal and external agencies to promote positive outcomes including taking the lead in case coordination when required.

#### Administration

- Monitor and adhere to program expenditure as per direction from Program Coordinator in line with Uniting Policy.

#### Quality and risk

- Ensure personal and program compliance with Uniting Policies and procedures ensuring all necessary safety protocols are implemented and adhered to.

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- Ensure individual, program and activity risk assessments are considered and reviewed as required.
- Maintain safe work practices.

#### People and teams

- Establish trust and rapport with all young people accessing the program.
- Provide strong linkages and community connections for young people in line with personal plans based on partnerships and positive relationships established with relevant local services.
- Support and assist student placements within the program.

#### 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.

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## 5. Performance indicators

- Participate in Performance Management Systems, Individual Performance Plans and Supervision requirements to provide a structure for goal setting, performance review and development.
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## 6. Person specification

### Qualifications

- Certificate IV in Mental Health or other relevant qualification – such as Social Work, Nursing, Psychology or Occupational Therapy, or willingness to undertake studies in these areas if successful.

### Experience

- At least 2 years demonstrated experience in Mental Health Services or similar role.

### Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Demonstrated understanding of trauma informed practice and mental health recovery framework.
- Knowledge of mental illness and current issues, as well as developed knowledge of regional health and welfare service providers.

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- Knowledge of and ability to develop individual program plans.
- Proven ability to work unsupervised, time management skills and be proficient with computers including the use of Microsoft Office Programs.

## 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	Manager
Name:		
Signature:		
Date:		