

Position Description

Title	Youth Residential Mental Health Recovery Worker
Business Unit	Barnaghan
Location	509 Howitt Street, Ballarat Victoria 3350
Employment type	Permanent, Part Time (60.8 hours per fortnight)
Reports to	Coordinator Youth Mental Health 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 to; build skills to prevent homelessness, access and provide mental health and wellbeing support, increase community connectedness and access supports around alcohol and other drug use, including withdrawal services where appropriate. Youth Workers contribute to the provision of a safe and hospitable environment for young people voluntarily seeking support. Working in partnership with young people to identify and move towards their individual treatment goals or case plan you will work with them to build personal resilience and community connections whilst they are engaged in or transition out of a residential setting.

2. Scope

Budget: Nil

People: Nil

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3. Relationships

Internal

- Program Coordinators
- Other Program staff

External

- Department of Families Fairness and Housing
 - Client families
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4. Key responsibility areas

Service delivery

- Provide high quality engagement, assessment, treatment and support services to individuals and their families, using best practice principles including Family Inclusive Practice and Dual Diagnosis Principles.
- Work across a seven-day roster with possible shifts across a 24-hour period.
- 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. Support young people to navigate the community service system as required meeting their individual needs.
- Where applicable provide practical in-home support through skills building to young people within the program to maintain a healthy and reasonable living environment.
- Communicate and build supportive relationships with clients to assist them to achieve the goals identified in their individual treatment plans.
- Review with clients their progress in relation to their individual treatment plan and discuss with Coordinators of the programs and other team members and professionals as required.
- Provide education and information through individual and group-based programs as part of the overall program and encourage clients to participate fully.
- As appropriate, assist clients with daily living activities (e.g. education regarding personal hygiene, cooking and clothes washing) in such a way as to maintain dignity and promote self-reliance.
- Take clients to appointments in the community or at other services as required.
- Develop and maintain linkages and close working relationships other programs within Uniting.
- Communicate with community-based services to facilitate medical management of withdrawal and linking clients to mental health supports.
- Other medical and health service professionals as required.

Administration

- Provide assistance, and support to the day to day running and operations of programs, including general care and cleaning of the environment as required.
- Ensure compliance with record keeping as per program and Department of Families Fairness and Housing requirements

People and teams

- Contribute to the leadership of the team to achieve service priorities.
- Mentor new and existing staff members as appropriate to ensure best practice is followed
- Take an active role as a member of the team to ensure effective decision making and communication flow.

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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.

5. Person specification

Qualifications

- A relevant qualification in a health welfare related discipline.
- Certificate IV in Mental Health / AOD or Alcohol and Other Drug core competencies (or willingness to complete the core competencies within the first 12 months of employment) will be highly regarded.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Agreement and willingness to work rotating rostered shifts over the full 24-hour period (including night shift).
- A current Victorian drivers licence.
- Ability to engage clients and potential clients in program activities.
- Ability to contribute to and support the provision of educational groups and activities for clients undergoing withdrawal.
- Ability and preparedness to assist clients with daily living tasks in a way that preserves dignity and encourages self-reliance.
- Demonstrated skills in communicating and working with a range of people and organisations in contact with the service and clients, such as families, significant others, students, relevant self-help and mutual aid groups, referring agencies, and other treatment, support, education and vocational services.
- Ability to understand and take appropriate responsibility for the physical care of clients (including service infection control procedures); and to observe and report communications and interactions with and between clients to Registered Nurses and the Coordinator.
- Demonstrated ability and willingness to work as part of a multi-disciplinary team, to take appropriate individual and team responsibility for the welfare of staff and clients, and to contribute to the maintenance of a safe and hospitable environment for clients in the service.
- Demonstrated skills in teamwork and use of conflict resolution processes.

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6. 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.

7. Acknowledgement

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

Employee

Name:

Signature:

Date: