

Position Description

Title	Youth Counsellor
Business Unit	Headspace Horsham
Location	77 Hamilton Street, Horsham
Employment type	Full-time, Maximum term until 30 June 2023
Reports to	Manager headspace

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

About headspace Horsham

Headspace provides counselling and support to young people from 12 - 25 years. The service covers issues such as relationships, drug and alcohol, mental health, bullying, anxiety, depression, bad thoughts and uncertainty about future. The centre is a safe zone for your people to drop in, check it out or talk to a youth counsellor.

Headspace is committed to embracing diversity and eliminating all forms of discrimination in the provision of health services.

Headspace welcomes all people irrespective of ethnicity, lifestyle choice, faith, sexual orientation, and gender identity.

Headspace Horsham is operated by Uniting Wimmera. All headspace centres are funded by the Australian Government Department of Health. Administration of funding is carried out by the

Headspace centre's local Primary Health Network, in this case, Western Victoria Primary Health Network.



Position Description

Youth Counsellor

1. Position Purpose

The Youth Counsellor delivers a range of activities and services within headspace Horsham. The Youth Counsellor role is critical in promoting linkages between the primary care, vocational/educational and social recovery sectors and includes youth engagement, screening, counselling, referral, advocacy and care coordination.

The Youth Counsellor will work under the general direction of the headspace Manager and will be an integral part of the headspace team.

2. Scope

Budget:

- Nil

People:

- Nil

3. Relationships

Internal

- Other members of the headspace team
- Clinical lead
- Manager headspace
- Other Uniting Wimmera staff

External

- Consortium
- headspace National
- Other community organizations
- Schools
- Employment agencies

4. Key Responsibility Areas

- Service Delivery**
- Provide initial screening of young people to identify potential mental health; drug and alcohol issues; or young people who may be at risk.
 - Provide supportive counselling and therapeutic Interventions and / or refer young people to counselling that uses a range of therapeutic interventions and builds on the young person's strengths and social supports for a sustainable outcome.
 - Assist the of Youth Assessment, Intake & Engagement Worker with intake and clinical assessment of client needs, implementing and reviewing client service plans, and ensuring appropriate supports and referrals are put in place.
 - Provide drug & alcohol counselling or refer young people to counselling that aims to help people address their substance abuse and the effect it is having on their life.
 - Provide group and individual training that will assist young people to better manage or cope with the impacts of mental health or drug and

Position Description

Youth Counsellor



alcohol problems, or assist young people at risk to better manage e.g. life skills, anger management, conflict resolution.

- Assist young people with coordination of care, particularly to access the range of services they need to appropriate clinical or other services either within headspace Horsham or external agencies.
- Provide considered advice and relevant information to clients and their families, and advocate on their behalf regarding access to services when required.
- Successfully engage, assess and treat young people with an emerging or established mental illness, including those from high risk groups, through the provision of timely, evidence-based psychological and social interventions in line with the client's age, social and cultural background, beliefs and individual needs.
- Support young people to develop the skills and capacity to make positive decisions and to improve their social inclusion, community connectedness and personal development.
- Liaise and negotiate with Uniting Care and other community service agencies to improve services relating to clients and referral pathways.
- Work closely with other stakeholders, relevant agencies and organisations to assist with enhancing opportunities for young people.
- Travel to outreach locations as required.
- Ensure a focus on self-management principles.

People and Teams

- Provide expert advice to reception staff.
- Support student placements through supervising placements when required.
- Actively manage the safe working practices in the team and as far as you are able, protect your own and others' health and safety.
- Cultivate proactive team spirit by supporting regular and systematic meetings and joint planning exercises.
- Support the Manager to ensure employee compliance with established policies and procedures and that these policies and procedures continue to align with legislative requirements.

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.



Position Description

Youth Counsellor

- 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.

Reporting

- Closely monitor client records and care plans ensuring they are up to date and meet quality standards and complete statistical and other information requirements in a timely and accurate manner.
- Ensure accurate, timely and effective communication and reporting processes are followed to meet statutory, organisational and funding body requirements.

Quality and Risk

- Identify and adapt best practice benchmarking indicators to the delivery of services.
- Foster and promote a continuous learning environment that responds to the needs of services.
- Identify and assist in the solution to any communication and workflow problems observed by suggesting improvements and enhancements to existing systems and processes in accordance with headspace and Uniting Care procedures.
- Identify and participate in personal development that ensures the continuing high delivery of services.
- Actively participate in regular supervision and annual performance plan reviews.
- Assist with the development and implementation of headspace policies and procedures and continue to evaluate to direct high level service delivery.

5. Person specification

Qualifications

- A tertiary qualification in Social Work, Psychology, Counselling, Youth Work, Family and Youth Therapist or Mental Health Nursing is essential.

Experience

- At least 12 month's post graduate clinical experience.
- Relevant intake, assessment and case management experience with specific skills in the early identification of emerging mental health issues and the development and implementation of plans for young people.

Core selection criteria

- Values alignment: ability to demonstrate and authentically promote headspace and Uniting values
- Registration with an appropriate professional body.
- Well-developed knowledge of young people's developmental stages, youth mental health issues, drug and alcohol issues and issues currently impacting on young people's wellbeing.
- Demonstrated ability to effectively manage complex social and health issues with clients; including experience using brief therapeutic interventions and counselling young people who present with issues related to mental health, sexual health, use of alcohol and other drugs, and general wellbeing.



Position Description

Youth Counsellor

- Demonstrated experience of consulting and collaborating with other professions and networks to improve client outcomes.
- An understanding of rural issues impacting on young people's wellbeing.
- Certificates, licenses, and registrations: current eligible motor vehicle license to drive in Australia, current National Police Record Check and Working with Children Check.

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 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: