



## Bail and Order Support Service (BOSS)

Caboolture based - 30 hours per week

**YAC welcomes applications from people of Aboriginal and/or Torres Strait Islander and diverse backgrounds**

To be considered for the role, you **MUST** send your:

- CV or resumé including the names and contact details of at least two referees

**AND**

- confirmation of the **Prerequisites a) - c)** listed in the box below

**AND**

- responses to the **Selection Criteria numbered 1-9** (not to exceed 4 x A4 pages in 10 point Arial font in total – length is not an advantage). Where the requirement is for a “demonstrated” skill or experience, you should provide an example of something you have done which shows this. It will help you to read the information about YAC and the role and responsibilities of the position on pages 2-3.

By email to: [admin@yac.net.au](mailto:admin@yac.net.au)

Deliver to: 4/162 Petrie Terrace, Petrie Terrace, Qld 4000

To be received no later than **6.00pm Monday 23 September 2019**.

### Selection Criteria

#### Prerequisites

- a. A minimum Cert III tertiary qualification in a relevant Human Services qualification with at least two (2) years' work experience in youth work related roles.
- b. Possession of a current Working with Children Blue card or eligibility to obtain a Blue Card from the Commission for Children and Young People and Child Guardian.
- c. Possession of a clean drivers licence.

#### Essential

##### **Demonstrated:**

1. Demonstrated excellent interpersonal skills and oral communication skills particularly with young people with complex needs.
2. Demonstrated sound understanding of outreach support work with young people, client centred, trauma informed and strengths based practice.
3. Demonstrated ability to undertake brief assessments and referrals for young people's support needs (accommodation, income, education/training, family, substance use and mental health etc)
4. Demonstrated cultural capability, particularly in engaging and working with Aboriginal and Torres Strait Islander young people, families and communities, but also peoples of CALD background, LGBTIQ young people and young people with a disability.
5. Self-motivated with demonstrated ability to work with minimal supervision and manage own time efficiently.
6. Demonstrated ability to work collaboratively with team members and external stakeholders
7. Excellent record keeping skills including proven competence using computer programs (Word, Excel, etc).

#### Desirable

8. Knowledge of the child protection system and youth accommodation sector.
9. Commitment to social justice principles.

## Information for Applicants

### About the Youth Advocacy Centre Inc (YAC)

YAC is a well-respected, specialist community legal and social welfare agency for young people 10-18 years who are involved in, or at risk of involvement in the youth justice and/or child protection systems, and/or are homeless or at risk of homelessness in an area from Caboolture to Beenleigh and Ipswich to Redland Bay.

YAC has been working with young people for nearly 40 years and has expertise in the youth justice system, both from a legal and social welfare perspective, and has provided bail support services from the Sunshine Coast to the Gold Coast for nearly 15 years.

For more detail about YAC and its programs, please see the Annual Report for 2017-18 at [https://www.yac.net.au/wp-content/uploads/2018/12/YAC0025-Annual-Report-2018\\_FINAL.pdf](https://www.yac.net.au/wp-content/uploads/2018/12/YAC0025-Annual-Report-2018_FINAL.pdf)

The Department of Youth Justice has provided funding to enable YAC to provide a Bail and Order Support Service as described below under **Purpose**.

#### **Youth worker**

**Classification:** Queensland Community Services and Crisis Assistance Award 2008                      Level 3

Applicants should note:

- the role is based at KYC's office at Caboolture (co-located with two part time staff in YAC's Homelessness and Youth Support Service) but most engagement will take place where young people and their families are.
- the role involves working with young people and families with significant and complex issues. YAC supports the wellbeing of its staff who are encouraged to access regular supervision, including external supervision if staff consider that is appropriate.
- the role includes significant travel (a car is provided), which may include travel up to the Sunshine Coast and down to Strathpine.
- staff must be able to work autonomously and as part of a small team.
- there is an expectation that staff will be reliable and punctual, both within the office and in responding to young people and their families, and support diversity and respect in the work place and their practice.

#### **Purpose**

To support the Bail and Order Support Service (BOSS) which provides assistance to young people in the youth justice system in line with a service agreement with the Department Youth Justice.

BOSS operates from the north end of the Sunshine Coast to the NSW border. The target group for the service is:

- Young people on bail
- Young people assessed as moderate to very high risk in the youth justice system who are either remanded in custody or on a Conditional Bail Program:
- Are at risk of reoffending or non-compliance with their orders, and/or
- Are homeless or at risk of homelessness.

BOSS works with Youth Justice to support/complement youth justice case management by working collaboratively with Youth Justice and other stakeholders to fulfil elements of the young person's case plan.

This may include, but not be limited to:

- Intervention services, programs and activities to young people subject to Bail/Conditional Bail and/or Youth Justice Orders.
- Intensive support, using a trauma informed approach, to young people and families, including outreach support and engagement.
- Family support /mediation if not eligible to be referred to Social Benefit Bond (Multi-Systemic Therapy).

- Support for young people’s bail accommodation placements, or securing alternate placement options where required.
- Practical support such as providing transport to appointments for example attending Court or assisting a young person to open a bank account.
- Support to ensure young people attend court or youth justice requirements to avoid breach.
- Assistance to young person to engage with other community services.
- Support for young people and families to connect/re-connect to their culture.
- Attendance at Brisbane Youth Detention Centre – engaging with the young person in preparation for transition to the community.

YAC partners with Save the Children with respect to the activities component of the program.

### **Framework and principles**

*Client centred* – staff will be flexible in terms of meeting with young people and their families, going to where they may feel most comfortable. Staff may need to be available before and after formal office hours.

*Strengths based* – the service will draw on the strengths and resources of the individual and community to address the challenges they face.

*Trauma informed* – the service will be trauma informed, recognizing the impact of early years’ trauma on brain development and the need to identify trauma informed behaviours.

*Restorative* – the service will assist the young person to understand the consequences of their actions and to work with the community to reintegrate them so they have the best chance of diversion.

### **Role and responsibilities**

The youth worker role supports the caseworkers and implementation of case plans through undertaking routine tasks with young people, including:

- Follow up on provision of services and supports identified by Team Leader or Caseworker.
- Liaise with relevant people to source services and supports, including phone and email contact with clients where necessary to clarify or provide information.
- As necessary, arrange for or manage the supports and services reaching clients.
- Liaise with accommodation services where appropriate in relation to clients or their needs.
- Take clients to appointments, services, activities or similar as appropriate and as required.
- Provide information and support through the court process for individual young people.
- At Cleveland Childrens Court, undertake brief assessments to identify housing and support needs.
- Provide information, referral and brief solution focused interventions to young people and their families to facilitate access to other services (housing, legal, mental health, substance use, income, counselling, education, employment and training).
- Facilitate access and referral to other supports and YAC programs such as Youth Homelessness and Support (assistance to young people after going to court to address the reasons they were in court such housing issues), Family Support (assistance with family relationship and family breakdown), and legal services.
- Other general support to clients as required.
- Undertake all administrative recording and reporting tasks to support the above.