

Position title	Youth & Community Worker
Reports to	Community Programs Manager
Award agreement	Community Health Centre (Stand Alone Services) Social and Community Services Employees Multi Enterprise Agreement 2022
Classification	SACS Employee Level 4

About Your Community Health

Your Community Health is a progressive, high quality, independent community health service. It provides a wide range of community-based health and social support services including primary care, allied health, oral health, mental health, harm reduction, social support and health promotion services. Our three comprehensive health centres are located in Darebin, but we are here for everyone in the diverse communities across Melbourne. We work in partnership with our communities and other services using a combination of outreach, home-based and centre-based activities and co-located services.

More information is available at: www.yourch.org.au

Vision	Health and wellbeing for everyone
Purpose	We partner with people and communities to deliver health and wellbeing services and promote equity
Our organisational values	<p>Courage</p> <ul style="list-style-type: none"> • We are progressive • We are creative and resourceful • We challenge the status quo for the benefit of our communities <p>Empathy</p> <ul style="list-style-type: none"> • We are caring and inclusive • We celebrate and value diversity • We work collaboratively and respectfully <p>Integrity</p> <ul style="list-style-type: none"> • We are ethical, honest, reliable and fair • We listen and are accountable to our communities • We earn and build trust <p>Achievement</p> <ul style="list-style-type: none"> • We are outcomes-focused • We are adaptable and always learning • We continuously improve • We are creative and resourceful

Statement of Inclusivity

Your Community Health is committed to providing an inclusive and accessible environment where people and communities of all identities and backgrounds (including but not limited to, ethnicity, faith, socio-economic circumstance, sexual orientation, gender identity, ability, bodies, migration status, age and Aboriginal and Torres Strait Islander descent) are accepted, safe and celebrated. We achieve this through the guidance of our values and principles.

Your Community Health understands the need to ensure that meaningful inclusion is built into the organisational DNA and to create an environment that attracts team members that reflect the communities we serve.

Your Community Health look to actively encourage members applications from of the LGBTIQA+, Aboriginal and Torres Strait Islander peoples, Disability, culturally and linguistically diverse communities and those with lived experience in areas in which we work. We work to address barriers in full participation.

About the Community Programs team

The Community Programs team plan, implement and coordinate a broad range of initiatives to improve the health and wellbeing of the community in Darebin and surrounding areas. The team sits within the Community Partnerships Directorate. As part of YourCH we are passionate and enthusiastic staff working towards our vision of a health and wellbeing for everyone and creating an environment that is inclusive and representative of the communities in which we serve.

Position Purpose

The Youth and Community Worker works in Darebin and surrounding areas to respond to the complex health needs of people, including young people (aged 12-25 years), who are homeless or at risk of homelessness and improve their access to community and health services. The position works in partnership with community members, agencies and staff to promote the social and emotional wellbeing and health of young people.

Position responsibilities

- Provide individual support and group support to young people (12-25 years) who requires support to access health and wellbeing services and who may be homeless or at risk of homelessness
- Co-location at the Darebin Youth Hub, or at other locations as required.
- Work with our community to increase their capacity to enhance their health and well being
- Maintain client files and data recording to a high and ethical standard and maintain data collection to meet funding requirements
- Actively involve clients in decision making about their health care.
- In conjunction with Manager, develop, implement, monitor and evaluate program plans and workplans and program budget/s that link with team and organisational plans
- Produce written reports as requested.
- Identify, assist and support the development of new service, health promotion and community development opportunities to address arising issues and health needs for young people who are homeless or at risk of homelessness (for example medical services and outreach clinics)
- Develop YourCH organisational capacity to work with at risk young people. Provide a referral and linkage point for internal and external service providers working with young people, in particular for priority populations Aboriginal and Torres Strait Islander people and culturally, linguistically diverse communities and LGBTIQA+ communities.
- Actively participate in networks and partnerships that support, strengthen and further develop health promotion and community development initiatives for young people who are homeless and at risk of homelessness across the Darebin and surrounding areas
- Undertake other duties as required.

Position requirements (qualifications, skills, knowledge and attributes)

Qualifications, Registrations and Licenses

- Qualification/s in Social Work or Youth Work or a related discipline is essential, with qualifications in family inclusive practice, AOD or dual diagnosis desirable,
- Current First Aid and CPR.

Skills and competencies

- Demonstrated experience in working with young people, particularly who are homeless or at risk of homelessness
- Demonstrated experience of implementing community development principles and practice with priority populations (for example Aboriginal and Torres Strait Islander peoples and culturally, linguistically diverse communities and LGBTIQA+ communities)
- Demonstrated experience in project management across all stages, includes planning, implementation and evaluation.
- Understanding and experience with the principles of co-design for service delivery
- Demonstrated experience in applying case work skills through individual support and group support
- Demonstrated skills in developing and maintaining partnerships
- Strong interpersonal skills including ability to work independently and as part of a team
- Excellent written (including report writing) and verbal (including public speaking) communication skills
- Broad range of information technology skills, particularly with Microsoft Office Products and client management systems.

Expected behaviours for all YourCH team members and volunteers

- Support the provision of services that are safe and high quality
- Maintain staff and client confidentiality at all times
- Work in partnership with the community, clients and staff to achieve our vision
- Ensure a safe workplace for clients, visitors and staff
- Work in accordance with Your Community Health Policies and Procedures.

General

- Your Community Health requires declarations and personal information relevant to employment. The collection and handling of this information will be consistent with the requirements of the Information Privacy Act 1988
- The successful applicant is required to provide evidence of eligibility to work in Australia.
- Employment is contingent on a satisfactory Police Records Check, valid Working with Children Check, NDIS Worker Screening check clearance (when required), and evidence of full COVID19 vaccination certification (3 vaccinations). Where the preferred applicant has lived or worked overseas for a continuous period of 12 months or more within the past 10 years, they are required to provide an international police check for all countries that they have lived in for that period of time.
- Applicants who are not currently employed by Your Community Health are required to complete a Pre-existing Illness/ Injury Declaration Form.
- Management, in consultation with the staff member, reserves the right to modify this position description when required

Relationship to Performance Development and Review Plan

This position description operates in conjunction with, and forms part of the relevant individual Performance Development Review Plan aligned to the organisational Strategic Plan. An initial performance review will take place six months following commencement of employment and then on an annual basis

Your Community Health is an equal opportunity employer and encourages individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Disability, Culturally and Linguistically Diverse and LGBTIQ+ communities to apply.