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| Position title | Youth Worker |
| Division | Youth, Families and Community Safety |
| Classification | 3.1 |
| Prepared by | Sabin Bohara |
| Date | 12/09/2024 |
| Staff reporting to position | 0 |

# Position Summary

Tangentyere Council Aboriginal Corporation (TCAC) is a community controlled Public Benevolent Institution delivering human services and social enterprise activities for the benefit of Aboriginal people from the Alice Springs Town Camps, urban Alice Springs, and Central Australia.

The Tangentyere Youth, Families and Community Safety (YFCS) Division brings together a range of programs and services for young people. This includes the Brown Street Youth Service, Child, and Youth outreach Services as well as Night & Youth Patrols and the Looking after the kid's program providing afterhours programs to young people on Town Camps and out-of-school hours services.  The YCS Division is increasingly working in an integrated fashion, ensuring staff and programs work together to provide holistic services for young people to achieve positive outcomes in education, safety, and wellbeing.  This means that all staff, including Youth Workers are working across program to provide client and placed-based focused services that are flexible and responsive to needs.

With services running seven days per week, and during school holidays, the YCS Youth Worker will provide a range of safe, fun, active, creative, and culturally appropriate activities and learning experiences for children and young people on Town Camps and across our other service areas. The YCS Youth Worker will facilitate, support, and evaluate these activities. Programs will be community-led, age appropriate (6-18 years) and gender specific when appropriate, with a strong focus on mentoring and support for young people to encourage school attendance, and support their personal, cultural, and vocational growth.

The YCS Youth Workers will directly report to the Team leaders and work alongside other YCS Youth Program teams, and Community Safety teams to plan and deliver larger youth activities and events. Either at Brown Street or around Alice Springs area and positive role modelling for young people. This role operates Tuesday to Saturday, after hours until 9:30pm during the week, and on Saturday’s hours vary.

As part of your role, you will be working with children, people with a disability and people who are vulnerable. It is your obligation to always ensure their safety and report any concerns in line with our duty of care obligations. We have zero tolerance when it comes to abuse of any kind and will take disciplinary action, including and up to termination of employment, should we determine that abuse has taken place or there has been a failure to report any suspected or alleged abuse.

# Responsibilities

* Lead, deliver and evaluate age & gender appropriate programs and community-led youth family and community development initiatives (6-18 years old)
* Promotion of youth and community safety, education, health, and wellbeing.
* Ensure compliance with statutory requirements and YCS policies and procedures.
* Assist with achieving quality management objectives across the organisation.
* Assist with achieving safeguarding objectives across the organisation.
* Assist with achieving compliance objectives across the organisation.
* Other reasonable duties as required.

# Major Accountabilities

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| Accountabilities | Performance indicators |
| * Lead, deliver and evaluate age & gender appropriate programs and community-led youth family and community development initiatives. * Support and mentor TCAC support and trainee staff * Provide statistical information and support to YCS and Tangentyere management for reporting requirements. * Undertake training when required. | * Worked all shifts successfully. * Worked with Tangentyere staff and local children, youth and their families, design, plan, and implement a portfolio of educational/sport/ recreational programs for after school hours/school holidays. * Participated in staff meetings. * Identified service needs and gaps * Support and mentor TCAC support and trainee staff * Provide statistical information and support to YCS Team leader and Tangentyere management for reporting requirement. |
| * Promotion of youth and community safety, education, wellbeing. * Take the opportunity to discuss healthy lifestyles in short interventions. * Provide healthy snacks and food. * Promote safe relationships and behaviours. * Facilitate visiting services to present education topics. | * Health and wellbeing promotion activities reported. * Nutritional snacks provided at all programs. * Promoted safe relationships and activities. * Facilitated visiting services to deliver on education topics. * Take the opportunity to discuss healthy lifestyles in short interventions. * Provide healthy snacks and food. * Promote safe relationships and behaviours. * Facilitate visiting services to present education topics. |
| * Ensure compliance with statutory requirements and YCSS operational objectives. | * Complied with all Tangentyere and YCSS policies and procedures. * Complied with the Tangentyere Council’s Strategic Plan. * Mandatory reporting requirements met. |
| * Assist with achieving quality management objectives across the organisation. * Commitment to the Tangentyere Council Quality Management Objectives. | * All work-related actions and behaviours are aligned with the organisations mission and values. * Actively participate in and promote a continuous improvement culture across the organisation. * Understand and comply with organisation policies and procedures. * Maintain organisation and client records in accordance with legislative and organisational policy requirements. * Ensure all decisions made in the course of your duties are transparent and align with organisational policy and procedures. * Assist clients to provide feedback when required. * Contribute to QMS area audits as required in a timely manner. * Contribute to implementing change when identified through the QMS as required. * Provide feedback on the QMS as required. |
| * Assist with achieving safeguarding objectives across the organisation. | * Report any concerns or suspicions of abuse of children, people with a disability or vulnerable peoples in line with duty of care and mandatory reporting obligations. |
| * Assist with achieving compliance objectives across the organisation. | * Maintain own records and manage Employment Hero compliance for staff, where applicable. * Maintain current certifications (Driver’s Licence, Working with Children (Ochre Card), Police Check, and where relevant, RN Registration, White Card and First Aid Certificate etc.) and upload evidence in Employment Hero. * Complete probation reviews (6, 12 and 22 weeks) within the approved timeframe. * Read and acknowledge all relevant policies in Employment Hero. |
| * Other reasonable duties as required. | * Additional tasks that may arise from time to time are completed within the required timeframe and to a suitable standard. * Worked as a team member to provide a safe and collaborative environment. * Assisted YCSS management to create new programs for youth engagement. |

# Relationships

Internal

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| * Youth & Community Safety Management Team | * Youth & Community Safety Services Division |
| * Community Centre Division | * Family Safety & Social Services Division |
| * Other Youth workers | * Support Worker Staff |
| * Tangentyere Employment Services | * CDP Participants |
| * Office of the Chief Executive | * Human Resources |
| * Finance | * WHS |

External

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| * Educational institutions such as schools, Batchelor, and Charles Darwin University. | * Youth Centres (e.g., Alice Springs and Gap Youth Centres). |
| * Northern Territory Government Services such as Police, Education, Health and YORET. | * NGOs (e.g., Red Cross, Anglicare, etc). |

# Competencies

Tangentyere core competencies

* Commitment
* Teamwork
* Communication
* WHS
* Cultural Awareness

# Qualifications and Selection Criteria

Required

* Qualification or experience in Sport and Recreation, Youth Work, Education, Social Work, Community Development, or relevant area.
* Previous experience in working with youth at risk – preferably with Aboriginal people and communities.
* Good communication skills and ability to develop rapport and support with young people, family members and key stakeholders (internal and external).
* Current NT Drivers Licence, NT Working with Children (Ochre) Card, satisfactory Police Check, and proof of full (3) vaccination against COVID-19.

Desired

* Current First Aid Certificate, or ability and willingness to attain.
* An understanding of Aboriginal culture as well as a broad range of contemporary issues affecting Central Australian Aboriginal people.

# Verification

This section verifies that the position holder and the manager have read the attached position description and are satisfied that it accurately describes the position.

Position holder

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| Name |  |
| Date effective |  |
| Signature |  |

Manager

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| Name |  |
| Date effective |  |
| Signature |  |