

## Position Description

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| <b>Position Title</b>                 | Youth Residential Housing and Transition Worker  |
| <b>Position Number</b>                | <b>P</b> TBA   |
| <b>Position Status</b>                | Part Time 0.8 EFT, Ongoing,  |
| <b>Program Area</b>                   | Youth Residential Rehabilitation Program   |
| <b>Award/Agreement/Classification</b> | Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2013 – 2015, Social Worker, Class 2 Year 3 (SCHADS 5) |
| <b>Reports To</b>                     | Program Manager Youth Residential Rehabilitation, <b>P102E</b>   |
| <b>Contact</b>                        | Naomi Beare  |
| <b>Contact Phone Number</b>           | 0413 221 556   |

cohealth is one of Australia's largest community health organisations delivering a range of health and support services across Melbourne's CBD, northern and western suburbs.

cohealth's mission is to strengthen community and make a difference to the lives and wellbeing of people, particularly of those who experience stigma and the risk of marginalisation. We create impact through a powerful combination of advocacy, innovation in service delivery, and partnership with consumers, communities and other stakeholders.

With over 30 sites cohealth provides a range of vital local health and support services including medical, dental, allied health, mental health, and counselling, and many specialist health services. More information about cohealth is available on our website [www.cohealth.org.au](http://www.cohealth.org.au).

Staff enjoy being part of a supportive environment with strong leadership and a collegiate and communicative approach. A not for profit organisation built on strong values, cohealth's commitment to all staff and volunteers is to ensure a positive and supportive work environment.

cohealth is a child safe and equal opportunity employer that offers generous salary packaging and opportunity to undertake professional training and development opportunities. Aboriginal and Torres Strait Islander people, and those who speak languages other than English are encouraged to apply.

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## Site/Program Profile

cohealth Youth Residential Rehabilitation (YRR) programs sit within the Youth Support Services Program Area and under the Child, Youth Family and Aged Directorate.

cohealth Youth Support Services manages programs for young people across the northern, western and inner catchments of metropolitan Melbourne including three MHCSS funded Youth Residential Rehabilitation (YRR) programs

The Youth Residential Rehabilitation programs support young people (aged 16-25 who have a diagnosed mental illness) for up to 12 months and are located in Essendon (7 beds), Reservoir (8 beds) and St. Albans (9 beds).

This position is located across the three YRR sites

Our programs are delivered within a framework of strengths-based, recovery-oriented practice, consumer, carer and community participation and codesign and a whole of health approach to care. We achieve consistent, high quality recovery-oriented services using the Collaborative Recovery Model (CRM) and Recovery Star and ensure competency in trauma informed care and family centred practice, delivered in a client directed purchasing environment.

The YRR teams at each site consist of a Senior Support Worker and 2 x Residential Support Workers. A Program Manager and Practice Manager support staff across the three YRR programs, along with the Residential Youth Engagement worker and Youth Residential Housing and Transition worker

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## Position Summary

The cohealth Youth Residential Housing and Transition Worker holds a significant role within the Youth Residential Rehabilitation (YRR) program and will work closely with Youth Support Services managers and YRR Support Workers to ensure the delivery of a high quality, dynamic service which meets the needs of young people who are experiencing mental health challenges.

The primary responsibilities of the Youth Residential and Transition Worker are:

- To support the successful transition of young people from YRR into independent living by contributing to pre-exit planning and providing limited outreach on exit
- To develop, maintain and implement housing processes within the YRR and develop relationships with the housing sector in order to support successful transition into secure, stable accommodation for young people

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## Position Responsibilities

### Transition Support

- Support transition planning with young people, their families, YRR support staff and service providers at least 3 months prior to exit from YRR, focusing on securing

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accommodation, budgeting & necessary skill development required for successful transition.

- Provide a recovery-oriented time limited (approx. 4-6 week) outreach service to young people transitioning from YRR back to the community, utilising the CRM and Recovery Star models and coaching principles.
- In collaboration with YRR support staff, provide support to young people in developing and maintaining social, domestic, personal care, recreation and other skills needed for independent living and self-management in the community
- Identify and facilitate access to community resources and services for young people transitioning from YRR.
- Maintain good collaborative relationships – particularly with relevant community and clinical service partners and the family and significant others of young people within the program.

### **Housing Support**

- Develop, maintain and implement housing processes within the YRR to support successful transition into secure, stable accommodation for young people
- Develop housing plans with young people on entry to the program and regularly review them, in collaboration with YRR support staff
- Stay up to date with current tenancy legislation and public and community housing processes
- Develop and manage significant relationships within the housing sector with private rental providers, homelessness services and public and community housing services
- Involvement in housing networks across the three LGA's (Darebin, Brimbank, Moonee Valley)
- Provide secondary consultation, support and capacity building to YRR support staff and managers about housing options and processes

### **General Duties**

- Contribute to service provision that is based on the principles of family centred and inclusive practice, trauma informed practice and approach and the Collaborative Recovery Model (CRM) through codesign and engagement with consumers, carers and community.
- Work effectively with outcome measures. Embed work practices that meet accountability and reporting requirements.
- Participate in regular supervision, coaching and practice reflection groups.
- Be an active team member at each site, contribute to team meetings, and act as a resource for the team on issues relating to housing and transition
- Involvement in program and group design, planning, implementation and evaluation initiatives that focus on the needs of young people, particularly in relation to housing and transition
- Advocacy within the sector and community for young people, particularly relating to housing

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### **Position Requirements**

#### **Attributes**

- Professionalism, integrity, attention to detail, outcome orientated, respectful, demonstrates initiative and self-direction.

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## Skills

- Excellent communication (written and verbal), interpersonal and presentation skills.
- Excellent time management skills.
- Ability to communicate and model a vision that generates respect, enthusiasm and commitment.
- Ability to work collaboratively with a team and independently
- Excellent networking and relationship development skills

## Knowledge

- Excellent knowledge of and/or experience in working with young people
- Good knowledge of the current housing systems and barriers young people may face
- A good understanding of program codesign principles, project management and evaluation.
- A good knowledge of the mental health service system.
- An understanding of Community Health and the social model of health principles, mental health service delivery models of care underpinned by the principles of family centred and inclusive practice, trauma informed practice and approach and the Collaborative Recovery Model.
- Experience in group design, facilitation and evaluation

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## Key Selection criteria

- Tertiary qualification and/or commensurate work experience in fields related to mental health, youth or housing
- Demonstrated experience in working with young people who may have a range of complex needs relating to their mental health
- An excellent understanding of current Victorian housing systems and supports (private, public, community based etc)
- Demonstrated experience in group facilitation.
- A good understanding of the Collaborative Recovery Model and/or principles of recovery and strength-based practice
- Demonstrated ability to work sensitively with people of different cultures, gender and sexual identities, abilities and ages.
- Excellent communication and interpersonal skills
- Ability to liaise and work collaboratively with a range of internal and external services.
- Ability to work effectively both in a team and autonomously.

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## Additional Information

1. cohealth is an equal opportunity employer.
2. Aboriginal and Torres Strait Islander people, and those who speak languages other than English are encouraged to apply.
3. This position will work across all YRR sites with a base site open for negotiation with Program Manager
4. cohealth is a child safe organisation and employment is subject to the satisfactory completion of a Police Record Check and Working with Children Check.
5. In the context of occupational health and safety all employees are required to carry out their duties in a manner that does not adversely affect their own health and safety and that of others by reporting all incidents and injuries as well as co-operating with any measures introduced in the workplace to improve OH&S

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6. Salary packaging is available to all fixed and permanent staff
7. A current driver's license is required for this position

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## 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. An initial performance review will take place six months following commencement of employment and then on an annual basis.

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## Our Principles

Our work is informed by human rights based principles which include:

**Participation:** We work to improve access to our services by creating opportunities for active and meaningful participation.

**Accountability:** We have strong systems that are open and transparent and we actively encourage and respond to feedback.

**Non-discrimination and attention to vulnerable groups:** We work with the most disadvantaged people to improve their health and wellbeing.

**Empowerment:** We work alongside a strong and well-connected community that is supported to have a voice.

**Linking practice to human rights standards:** Our work promotes and protects the rights of staff, consumers and the wider community.

We require all employees to perform in a way that is in line with these principles.

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## Document Review Details

**Version Number: 2**

**Date Reviewed: June 2017**

**Date to be reviewed: June 2018**

I have read, understood and accept the above position description

**Name**

**Signature**

**Date** / /

**Senior Manager  
Name**

Gayle Rasmussen

**Senior Manager  
Signature**

*G. Rasmussen*

**Date** 15/ 09/ 2018

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