

## POSITION DESCRIPTION

<b>Position Title</b>	Senior Practitioner – Youth Services
<b>Program</b>	South Australia Youth Services
<b>Employment Status</b>	Part time (0.8 FTE)
<b>Tenure</b>	Fixed Term
<b>Classification</b>	SCHADS Level 5
<b>Position reports to</b>	Operations Leader
<b>Location</b>	South Australia

Kids First is a child, youth and family services provider and early years education specialist. We have proudly been at the heart of community care in Victoria since 1896.

Our proud history is matched with a progressive mindset as we continually deliver Australian-first and sector leading programs designed to strengthen family relationships, support healing and recovery from trauma and set children and young people up for brighter futures.

We nurture an inclusive and rewarding culture that attracts and retains talented people, bound to a common purpose. Built on our legacy of more than 125 years of community service, we actively support our people to make a significant difference to the lives of children, young people and families. Every. Single. Day

Kids First is a child safe organisation and is committed to maintaining a child safe environment for children and young people who access our services.

As an Equal Opportunity employer, we respect and value diversity and inclusion. We welcome everyone to apply, regardless of age, ethnicity, cultural background, gender, sexual orientation, religious affiliation, and physical ability. Reasonable adjustments will be made for people with disabilities where operationally viable.

### Our Purpose

Every day we will work together to improve the life trajectories of children and young people, and maximise positive outcomes for them and their families.

### Our Values

Our HEART values encapsulate the way we work together and partner with children and families to bring positive and sustainable outcomes.



**Hope**  
We believe that change is possible and achievable



**Empowerment**  
We build on people's strengths and support their ability to make positive changes in their lives



**Accountability**  
We are open and transparent in everything we do



**Respect**  
We value all people



**Trust**  
We act in an ethical, inclusive, professional and open manner

## Position Purpose

The primary purpose of the Senior Practitioner position in Youth Services is to work directly with individuals and families to provide complex case management support. This work will include utilising a trauma informed approach to all work with young people and family systems and may include a component of group-work sessions. The individual will be responsible for delivery of services including community outreach, engagement programs and fulfilling reporting requirements to funders.

In addition to direct service delivery the role will also be responsible for providing senior casework consultancy to Youth Services team members as well as direct supervision and support to nominated Practitioners within the South Australia Youth services team. The individual will also be expected to take on additional leadership tasks or portfolios as assigned by the Operations Leader of South Australia Youth Services.

## Organisational Relationships

<b>Supervisor</b>	Operations Leader
<b>Direct Reports</b>	Youth Services Practitioners
<b>Internal Relationships</b>	<ul style="list-style-type: none"><li>• Chief Executive Officer</li><li>• Executive Team</li><li>• Operations Leader</li><li>• South Australian Youth Services Team</li><li>• Direct Reports</li><li>• All staff</li></ul>
<b>External Relationships</b>	<ul style="list-style-type: none"><li>• Key Stakeholders including, government, corporate, community and fundraising/ philanthropic stakeholders</li><li>• Professional networks</li></ul>

## Key Responsibilities

- Manage an allocated Youth Services caseload to effectively support Young People with complex needs.
- Deliver on reporting requirements to external stakeholders and support team to complete in line with service timelines and standards.
- Complete risk and needs assessments, develop care plans with clearly articulated goals in partnership with Young People and other key stakeholders.
- Coordinate regular case review processes and complete closures in line with Kids First standards.
- Provide best practice case consultation, support and regular supervision to nominated Youth Services Practitioners.
- Ensure service standards, program administration procedures, and client information systems are maintained both for own cases and nominated supervisees in accordance with Kids First requirements including well documented client case notes, assessments etc.
- Liaise closely with Operations Leader to ensure your knowledge, expertise and ways of working are consistent with practice frameworks and toolkits, policies, procedures and expected service levels.
- Engage in appropriate networking opportunities and build partnerships to develop effective collaborations with other organisations to offer best practice services to young people and families.
- In collaboration with Operations Leader contribute to site management maintenance, fleet coordination and ensure OHS requirements are being met.
- Lead and participate in other projects or portfolios as agreed by with the Operations Leader.
- Take up higher duties during periods of absence as needed.

- Support with the delivery of engagement and learning programs.
- Other duties as directed by the Operations Leader or General Manager.

### **Quality and Risk Management**

#### **OHS**

- All Kids First employees have a personal responsibility to work safely and to abide by the legislation, rules and established safe work practices that govern safety in the workplace.

## **Capability Framework – key selection criteria**

<b>Formal Qualifications</b>	Relevant qualification in youth work, social work, or other relevant discipline and proven experience in the delivery of services to young people.
<b>Skills &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Demonstrated experience, expertise, and commitment to case managing young people at risk including extensive knowledge of trauma and complex needs.</li> <li>• Commitment to practicing with cultural, humility, respect and safety in the spirit of reconciliation.</li> <li>• Demonstrated skills and ability to conduct comprehensive case work risk and needs assessments with clearly articulated recommendations.</li> <li>• Demonstrated personal value set that is aligned with Kids First's organisational values and a commitment to personal professional development.</li> <li>• Skills and experience in providing high level case consultation and supervision to staff.</li> <li>• Demonstrated understanding and capability for working with diversity of clients and staff.</li> <li>• Demonstrated ability to apply organisational practice models, procedures, theoretical frameworks, and relevant legislation when working with clients.</li> <li>• Demonstrated robustness, resilience and level of maturity that supports flexibility as well as independent practice.</li> <li>• Demonstrated capability to network and build productive relationships with others both inside and outside organisational boundaries.</li> <li>• Demonstrated capacity to lead and support change, innovation as well as contribute to quality improvements at an organisational/operational level.</li> <li>• Demonstrates responsibility for work outputs and supports other team members to achieve desired results.</li> <li>• Commitment and experience ensuring self and team are embedding young person's voice in all aspects of their case plan.</li> <li>• Highly developed written, verbal, and interpersonal communication skills.</li> </ul>
<b>Other Selection Criteria</b>	<ul style="list-style-type: none"> <li>• Current Working with Children Check</li> <li>• Willingness to undertake a Police Check</li> <li>• Responding to Risks of Harm, Abuse and Neglect – Education and Care certificate</li> <li>• Current Drivers License</li> <li>• A good understanding of or willingness to learn about Aboriginal culture, values and protocols and a demonstrated capacity to work in a culturally informed and respectful manner.</li> </ul>

### Inherent Physical and Psychological Demands

Activity	Frequency – Daily Regular Occasional
Manage competing priorities	Daily
Computer based activities (including phone work)	Daily
Interact with clients who could display verbal or physically challenging behaviour	Occasional
Driving	Daily
Walking, climbing stairs, bending	Daily
Standing, Sitting	Daily
Attend external locations including outreach home visits	Regular
Judgement and decision making and supporting staff in crisis situations	Regular
Following instruction/taking directions	Daily