

POSITION DESCRIPTION

Position Title	Community Integration Leader
Program	VIC CIP
Employment Status	Full time
Tenure	Ongoing
Classification	SCHADS 4
Position reports to	Team Leader
Location	Frankston

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 Vision

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 Community Integration Leader position is to deliver the Community Integration Program to connect young people aged 10-18 years residing in Out of Home Care (residential, foster and kinship care) with their local communities. This is done by focusing on activities of interest to young people and connecting them with appropriate activities, clubs, and organisations.

The Program recruits, trains and supervises volunteers to support and facilitate a young person's connection to their chosen activity that is regular and frequent. It is anticipated that the connections formed between the young people, volunteers and people associated with the chosen activity will help the young person to establish connections and relationships beyond the care system.

The Program has an interface with the care system, via Child Protection, case managers, residential care facilities and carers.

Some out of hours (evenings) work will be required to support young people and volunteers.

Organisational Relationships

Supervisor	Team Leader
Direct Reports	N/A
Internal Relationships	<ul style="list-style-type: none">• Chief Executive Officer• Executive Team• Direct Reports• All staff
External Relationships	<ul style="list-style-type: none">• Key Stakeholders including, government, corporate, community and fundraising/ philanthropic stakeholders• Young people and their families/support networks• Professional networks

Key Responsibilities

- Coordination of the Community Integration Program in the allocated metro region. This involves working closely with participating agencies and developing and managing relationships with young people, volunteers and within various communities.
- Recruitment, training, and supervision of volunteers.
- Engaging with external stakeholders to promote the Community Integration Program and support the referral of new participants into the program.
- Engagement of young people into the program and throughout their participation in the program.
- Develop an understanding of young people's interests, needs and goals for individual links with volunteers and engage with case managers, carers and other supports as appropriate.
- Facilitate the matching process of young people with volunteers and provide ongoing match support to both.
- Preparation of program reports as required and assistance in the collection of quantitative and qualitative data for evaluation purposes.
- Participate in continuous improvement processes within the program and organisation.

- Be an effective team member and engage in building positive connections for young people in Out of Home Care.

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

<p>Formal Qualifications</p>	<ul style="list-style-type: none"> • Relevant Tertiary qualification in Youth Work, Social Work, Psychology, Social Science, or related area and/or demonstrated relevant employment experience. • A current driver’s license and willingness to drive, including occasional transport of young people
<p>Skills & Experience</p>	<ul style="list-style-type: none"> • Demonstrated experience delivering outcomes-based services that have consistently achieved contract performance targets. • Experience in delivering multi-faceted human services programs, preferably in the youth sector. • Demonstrated commitment and ability to work effectively with disadvantaged young people, their carers and communities. • Demonstrated knowledge of case management principles and practice. • Demonstrated experience in managing volunteers, including recruitment, training, supervision, and ongoing development. • Excellent stakeholder management skills, including the ability to form strong partnerships for the benefit of a shared goal. • Supervisory experience with a demonstrated ability to bring out the best in people. • A sound understanding of youth work practice, particularly Child Safety principles and the ability to identify and manage risk. • An understanding of care services and experience dealing with the issues confronting vulnerable young people, their families, and carers within Out of Home Care.
<p>Other Selection Criteria</p>	<ul style="list-style-type: none"> • Current Working with Children Card linked to Kids First Australia • Willingness to undertake a Police Check upon employment and every 3 years thereafter • 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.

Inherent Physical and Psychological Demands

Activity	Frequency – Daily Regular Occasional
Supporting and managing volunteers to work with complexity and trauma	Regular
Interact with clients who may display physically or verbally challenging behaviour	Regular
Walking, climbing stairs, bending	Daily
Managing competing priorities	Daily
Ability to manage stress and be resilient	Regular
Computer based activities	Daily