

POSITION DESCRIPTION

Position Title	Community Connections Practitioner
Program	Vic Youth Services
Employment Status	Full time
Tenure	Ongoing
Classification	SCHADS 4
Position reports to	Vic Youth Services Team Leader
Location	Morwell

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 Connections Practitioner position is to support young people in the Better Futures program by brokering access to mainstream opportunities, networks, and resources so that they can build social connections that will help them achieve their goals and support their transition to independence. This includes both developing new opportunities and leveraging existing local partnerships, spanning all levels of government, local businesses, community groups and services, philanthropic organisations, employment and education providers, sporting, and recreation. The focus will be to provide community engagement and capacity building, service system coordination and improving access pathways.

Organisational Relationships

Supervisor	Vic Youth Services Team Leader
Direct Reports	N/A
Internal Relationships	<ul style="list-style-type: none">• Executive Team• 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

- Adhering to the Youth Affairs Council Victoria (YAC Vic) Code of Ethical Practice, engage young people, utilise relational practice, empowering and supporting young people to develop independence, participation and connectedness.
- Bring together key stakeholders within the community to create new opportunities and sustainable pathways for young people leaving care. Community stakeholders include all levels of government, local businesses and employers, education providers, philanthropic organisations, community services and sporting clubs.
- Mapping and identifying existing stakeholders, services and opportunities available to young people, as well as addressing the structural barriers and gaps in opportunities for young people.
- Strengthening young people's social capital by creating connections and opportunities beyond the service system, including connections with mentors, peers, elders, community groups, sporting clubs, rotary, local businesses, and neighbourhood houses.
- Promote the voice and expertise of young people to inform the design, implementation and delivery of the Community Connections service. Provide young people opportunities to meaningfully participate in the design of service and responses that affect them.
- Develop, implement, and deliver workshops to both young people and professionals where a need has been identified.
- Foster community ownership of issues confronting young people transitioning from care to drive local solutions (developed by community, for community)
- Providing secondary consultation to Better Futures workers about opportunities and resources available to young people.
- Source opportunities to connect young people to community mentors who can help them explore their personal and professional aspirations and provide them with guidance, support, and encouragement in line with their identified goals.

- Recruit, train and support mentors to connect with young people in social and recreational activities that contribute to a young person’s self-esteem, resilience, agency, health and wellbeing goals and an awareness of, and connection to, what’s happening in their community.
- Leverage existing local networks and resources and source new relationships within the community to create diverse and sustainable pathways and opportunities for young people leaving care.
- Share local expertise and knowledge with Better Futures workers to assist them with matching a young person to opportunities based on their goals, interest and strength.
- Share learnings, resources and practice by contributing to the Better Futures Communities of Practice (CoP), attending Better Futures local governance meetings and linking with similar initiatives.
- Maintain appropriate files and records to facilitate good case coordination, accountability and manage all team and service user outcomes and relevant reporting requirements.
- Ensure that the standards required by relevant legislation and organisational policy are maintained.

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

Formal Qualifications	<ul style="list-style-type: none"> • Relevant qualifications in Youth Work, Social Work, Community Services or other health related qualifications (i.e. Social Work, Youth Work, Family Studies, Justice etc.) and / or extensive experience in the field. • Further study in therapeutic interventions appropriate for young people at risk will be an advantage.
Skills & Experience	<ul style="list-style-type: none"> • Significant experience building relationships, networks, and collaborations within the community for the benefit of Better Futures program and young people. • Previous professional experience in Community Development, preferably working with at risk and vulnerable young people. • An understanding of care services and experience dealing with the issues confronting vulnerable young people (including culturally & linguistically diverse, family violence, substance abuse, child abuse and child safety, mental health, and relationships) and their families within Out of Home Care. • Experience designing, delivering and facilitation of groupwork sessions and projects. • Excellent organisation skills with flexibility to manage competing priorities and deadlines. • Experience managing and working with volunteers in the areas of recruitment, selection, training, matching and supervision would be highly regarded.

	<ul style="list-style-type: none"> • Excellent verbal and written communication skills in addition to a high level of interpersonal, liaison and negotiation skills to build rapport and trust with various stakeholders.
Other Selection Criteria	<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
Out of Hours Work (evenings & weekends)	Occasional
Office based work	Daily
Managing completing based priorities	Daily
Interact with clients who may display physically or verbally challenging behaviour	Regular
Ability to manage stress and be resilient	Regular
Walking, climbing stairs, bending	Daily
Computer based activities	Daily