



## POSITION DESCRIPTION

# RESIDENTIAL YOUTH SUPPORT WORKER

### SALTBUSH AT A GLANCE

Saltbush Social Enterprises (**Saltbush**) is a not-for-profit NT organisation that was developed in response to the critical need for grassroots opportunities that create prosperity parity for marginalised Territorians.

To learn more, visit [www.saltbushnt.org.au](http://www.saltbushnt.org.au)

<b>Job Title</b>	<b>Residential Youth Support Worker</b>
<b>Saltbush Division</b>	Supported Bail Accommodation
<b>Location</b>	Alice Springs
<b>Employment Type</b>	Casual
<b>Reports to</b>	Residential Manager, Alice Springs
<b>Hours of Work</b>	Your hours of work will be on a casual basis, working on a rotating 24/7 roster of 8 hour shifts.
<b>Travel</b>	N/A
<b>Compliance Requirements</b>	National Police Clearance, NT Working with Children (OCHRE) Card, NT Drivers Licence, Current First Aid, Covid-19 Vaccination.

### PRIMARY PURPOSE OF POSITION

The Residential Youth Support Worker, as part of the Supported Bail Accommodation team, is responsible for the delivery of a comprehensive Supported Bail Service in Alice Springs to young people aged 10 to 17 years.

You will work with a passionate and caring team providing integrated bail support services to young people to meet their bail conditions and to improve their prospects of avoiding detention.

This hands-on position will ensure day to day home-style supervision and support of young people while they are living in our accommodation.

You will also support the management team to work closely with the Territory Families team to provide a throughcare model aimed at assisting the young person to make better life choices.

## KEY DUTIES & RESPONSIBILITIES

To ensure success in your role as the Residential Youth Support Worker, Alice Springs, you will:

- Provide a structured homelike residential care atmosphere and participate in all homemaking activities providing an adult caring role model for the young people.
- Provide a strength-based, trauma informed service to young people in care to assist with their Program Plan.
- Support and provide opportunities for young people to maintain important links with family, education, community and their case managers.
- Actively engage and encourage young people to participate in all activities including therapeutic, self-care, personal development and recreational activities.
- Practice in a manner that is sensitive to the needs of young people with an Aboriginal and Torres Strait Islander or culturally and linguistically diverse background
- Provide brief opportunistic interventions and build a young persons' motivation to participate.
- Participate in day to day operations of the facility, which includes performing all normal household duties with young people and safely transport young people to appointments, court or education as required.
- Ensure any significant developments relating to the young person's care, safety or welfare is reported to Shift Supervisor and/or Management.
- Maintain up to date progress notes, handover files and data entry in a confidential manner.
- Contribute to the achievement of continuous quality improvement and a comprehensive monitoring and evaluation framework.

## ESSENTIAL SELECTION CRITERIA

- Previous experience working in a culturally diverse business environment, demonstrating empathy and determination with the delivery of services.
- Demonstrated high level verbal and written communication skills with excellent interpersonal skills and a flexible, responsive customer service approach.
- Excellent interpersonal skills to effectively communicate with influence when working with young people.
- A working knowledge of Trauma Informed Care and strength-based approach to working with young people.
- A relevant tertiary qualification and/or comparable work experience in a similar role.
- High level organisational skills and self-motivation with the ability to take initiative when working alone and ability to interact and work in a team.





## HIGHLY DESIRABLE CRITERIA

- Previous shift work experience.
- Cert IV in Child, Youth and Family Intervention or Community Services.

# THE SALTBUSSH CAPABILITY FRAMEWORK

The Saltbush Social Enterprises' Capability Framework describes the core knowledge, skills and abilities expressed as behaviours, which set out clear expectations about performance with our organisation. Our Capability Framework builds on our values and creates a common sense of purpose for all levels of the workforce.

Below is the full list of capabilities and the level required for this position.

CAPABILITY GROUP	CAPABILITY NAME	LEVEL
 Personal Attributes	Achievement Focus	Skilled
	Thoroughness	Intermediate
	Manages Self	Intermediate
	Teamwork and Leadership	Foundational
 Relationships	Building Relationships	Intermediate
	Collaboration	Intermediate
	Communicating for Results	Intermediate
	Leading the Organisation	Foundational
 Results	Analytical Thinking	Foundational
	Organisational Alignment	Foundational
	Initiative	Intermediate
	Problem Solving	Intermediate
 Resources	Business Process Knowledge	Intermediate
	Strategic Thinking	Foundational
	Finance	Foundational
	Project Management	Foundational
	Procurement and Contracts	Foundational
	Human Resources	Foundational

