

POSITION DESCRIPTION



Senior Practitioner South East

Youth Justice Community Support Service (YJCSS)

About Jesuit Social Services

Jesuit Social Services is a social change organisation working to build a just society where all people can live to their full potential. We do and we influence. We accompany people and communities to foster and regenerate the web of relationships that sustain us all – across people, place and planet; and we work to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

Our Vision

Building a Just Society

Our Mission

Standing in solidarity with those in need, expressing a faith that promotes justice.

Our Values

- Welcoming – forming strong, faithful relationships
- Discerning – being reflective and strategic in all we do
- Courageous – standing up boldly to effect change

Our Purpose

We work to build a just society where all people can live to their full potential – by partnering with community to support those most in need and working to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

Position details

POSITION TITLE:	Senior Practitioner YJCSS South East
PROGRAM:	Youth Justice Community Support Service - YJCSS
LOCATION:	Dandenong
REPORTING RELATIONSHIPS:	This position reports directly to Coordinator YJCSS South East. This position will provide supervision to a small number of staff..
EFFECTIVE DATE:	October 2024

Position Purpose

- The Senior Practitioner will work as part of an integrated team providing intensive support and/or supported referral to young people
- Work collaboratively with the coordinator to provide effective service delivery, develop and strengthen practice and to ensure there is integration of theory and practice via supervision, reflective practice and co-case management. Support Southeast workers in the development of plans which respond to the risks, needs and responsivity of young people.
- To provide mentoring, support and role modelling to team members with a view to ensuring services are outcome focused, flexible and professional

Program Purpose

Justice programs

Provide holistic support service for young people involved in the justice system or who are exiting adult prisons and/or Youth Justice custodial precincts, who are assessed as high risk/need, with limited social and family networks, limited accommodation and post release support options and experiencing multiple and complex health problems. Staff deliver quality programs in a manner that reflects the social justice principles of participation, equity, access and respect. Services include: intensive outreach support, case management, supported accommodation, drug and alcohol counselling, recreation programs and employment/training programs. Our adult and youth justice work contributes to regional and state-wide advisory forums and networks and assists in a more comprehensive approach to justice through partnerships with Government agencies and other service providers, as well as to legislation, policy development and advocacy.

(Youth Justice Community Support Service (YJCSS))

The YJCSS is an integrated approach to the provision of intensive support and services to Youth Justice Clients to complement the statutory case management undertaken by Youth Justice units. This service model has been developed recognising that Youth Justice clients present with a range of complex and varied needs that require an individualised service response. The YJCSS aims to; reduce the rate, severity, and frequency of offending behaviour, to enable effective transition of young people from intensive tertiary services to their community and to develop their capacity for economic participation and engagement in education, training and employment.

YJCSS operates over 7 days between the hours of 8.00 am and 10.30 pm. This position will predominantly work between the hours of 9.00 a.m. and 5.00 p.m., however capacity to be flexible with hours is required.

The position (in conjunction with the South East Coordinator) will provide support and oversight of the YJCSS program.

Duties of the position

- To share responsibility with the Coordinator for; intake, assessment and case coordination of all young people referred to YJCSS; including monitoring support/s, case plans, access to services and outcomes
- To play a lead role in the assessment, planning, coordination and ongoing liaison with key stakeholders ensure a continuum of care for young people referred to the program.
- To mentor and support and supervise team members when required

- To coordinate specific areas of team development in consultation with the Coordinator.
- To hold a small caseload and co-case manage more complex cases with team members when required.
- Act in a higher duties capacity when required and as proxy for Coordinator in their absence

Key Selection Criteria

1. Tertiary/appropriate qualification and significant experience working effectively with young people engaged in the justice system; and particularly those experiencing substance misuse, homelessness, mental health concerns, violent or aggressive behaviours and other complex problems that may result in offending behaviour
2. Experience in, and/or knowledge of, the Youth Justice and Child Protection systems, relevant Legislation, processes and procedures and the ability to establish, and maintain positive and productive working arrangements with a range of stakeholders; both Government and non-Government.
3. Knowledge and experience in appropriate interventions/skills required to support people with multiple and complex needs and clear understanding of the requirements/elements of case management, intensive support, crisis intervention and outreach
4. Experience in providing support, mentoring and/or supervision to staff.
5. Capacity and commitment to contribute to the wider development of Justice Programs and Jesuit Social Services

Key Performance Indicators

- Service Delivery - Service Agreement targets are met and programs are delivered in a professional and accountable manner
- Networking – Sound relationships are developed with funding bodies, partner agencies and broader community sector
- Line management – Supervision, support and mentoring to team and involvement in professional development activities
- Practice Standards – Staff are supported to develop professionally and meet program requirements

Key responsibilities of Jesuit Social Services Employees

Service delivery/ Practice Framework (program delivery roles)

- Engage and build positive and constructive relationships with internal and external stakeholders and program participants
- Deliver services consistent with program guidelines, relevant legislation and funding agreements
- Communicate clearly with others
- Manage competing priorities in a high-volume work environment
- Fulfil the reporting and administrative requirements associated with the position
- Other duties as required.

Service delivery/ Practice Framework (share services roles)

- Engage and build positive and constructive relationships with internal and external stakeholders
- Deliver services consistent with shared services guidelines, relevant legislation and funding agreements
- Communicate clearly with others
- Manage competing priorities in a high-volume work environment
- Fulfil the reporting and administrative requirements associated with the position
- Other duties as required.

Team work and supervision (program delivery)

- Work effectively as part of a team, contributing to group outputs and reflective practice
- Actively participate in regular supervision with the line manager, staff meetings and professional development opportunities.

Continuous Improvement and Professional Standards

- Demonstrate a commitment to own learning and development
- Commitment to risk management and continuous quality improvement processes
- Compliance with relevant legislation, Code of Conduct, policies and procedures of Jesuit Social Services

Diversity, inclusion and culture

- Demonstrate respect and acceptance of diversity at all times and provide culturally appropriate support to all including Aboriginal and Torres Strait Islander peoples and those who identify as LGBTQIA+
- Interact with staff, participants and other stakeholders in a manner that is inclusive, respectful and non-discriminatory
- Demonstrate understanding, and a capacity to provide leadership in, the identity and ethos of Jesuit Social Services]

Mandatory Position Requirements

- Current National and International (where required) Police Check
- Current Employee Working with Children Check
- Valid and current Australian Drivers Licence
- Proof of eligibility to work in Australia
- Corrections Victoria clearance and ability to enter Victorian prisons

Safeguarding Children and Young People

Jesuit Social Services takes child protection seriously, we undertake a range of checks and processes to ensure safeguarding of children, and you are required to meet the behavior standard outlined in our Code of Conduct.

Conditions of Employment

Conditions of employment are in accordance with the current Jesuit Social Services Collective Agreement and Jesuit Social Services Policy & Procedures, including the Code of Conduct.

Employee Acknowledgement

I, _____ (please print name) acknowledge that I have read and understood the contents of this position description.

Employee Signature:

Date: _____

Position Description Approved by:
GM or ED

Position Description Review Date:
2 years from effective date