



# Position description

November 2022

## Youth Development Worker – Step Ahead, Services for Young People.

Social, Community, Home Care and Disability Services Industry Award – Level 4

Full time, Fixed Term Maternity Leave Replacement

### VALUES



### PURPOSE

We find new ways to ensure people experiencing family violence and housing insecurity have access to immediate support and assistance on their path to recovery

### VISION

For people experiencing family violence and housing insecurity to be able to access support and live safe and fulfilling lives

### STRATEGIC IMPACT PRIORITIES

- 1 INCREASE ACCESS TO HOUSING**  
Increase access to appropriate and sustainable housing for Wayss clients
  - Identify investment opportunities that will increase Wayss access to housing
  - Develop pathways for Wayss clients to access longer term, safe and sustainable housing
- 2 INCREASE ACCESS TO WAYSS SERVICES**  
Ensure our services are accessible and appropriate for our diverse community
  - Develop our service design and delivery in direct response to consultation with people with lived experience of family violence and homelessness
  - Build deeper relationships and meaningful partnerships with key community groups in our region
- 3 INNOVATE AND INFLUENCE FOR CHANGE**  
Focus on new and tailored service responses that build an evidence base for systemic change
  - Invest in service delivery innovation
  - Engage philanthropic and corporate supporters in our innovation projects
  - Establish Wayss as a strategic thought leader able to influence and create change

### TARGET OUTCOMES

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| <p><b>FOR CLIENTS:</b></p> <ul style="list-style-type: none"> <li>• Immediate safety</li> <li>• Safe and appropriate accommodation</li> <li>• Connection to other supports needed for recovery</li> </ul> | <p><b>FOR WAYSS:</b></p> <ul style="list-style-type: none"> <li>• Contribute to a system that better meets the needs of service users</li> </ul> |
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## WHAT WE DO

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Wayss is the largest provider of homelessness, housing and family violence services in the South East Melbourne area. We exist so people can live a life free from family violence and have access to safe, sustainable and affordable housing. Our vision is to be the major provider of social housing services and leading edge client support programs in the Southern Melbourne Metropolitan region.

We deliver funded services and programs across the South East of Melbourne including the local government areas of Greater Dandenong, Frankston, Casey and Cardinia.

Step Ahead is an innovative foyer-based model supporting young people who are experiencing or who are at risk of homelessness to achieve independence through the application of the Advantage Thinking practice framework.

Supporting the culture of developing positive language and talent building within the team and program. Assist in ways to capture, communicate and share innovative ideas and continual practice development.

Contributing to "The Campaign", an integral part of Advantaged Thinking and the wider foyer movement, which seeks to reform policy and to challenge needs-based deficit models by changing community perceptions, demonstrating that all people have talent that can be nurtured and promoting young people's talents and providing them with an opportunity to have a voice and influence.

The Step Ahead Program includes participants engaging with Youth Development Workers at suitable times which may include late afternoon or early evening. This requires flexibility in start and finish times between 7am and 9 pm.

## HOW YOU DO IT

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Reporting to the Team Leader, Services for Young People, the Youth Development Worker will work as a member of a collaborative and committed team to support young people to achieve independent living.

Duties include:

- Supporting the development and delivery of professional learning programs for young people at Step Ahead including the facilitation of workshops and activities, 1:1 coaching sessions with young people and the delivery of learning plans.
- Supporting the provision of safe, high quality accommodation for young people including managing and supporting dynamics and complex needs of young people at Step Ahead and under the offer of 'Place'

- Ensuing the effective, ongoing implementation of the Advantaged Thinking approach.
- Supporting the teamwork and culture at Step Ahead that promotes the aspirations of young people in line with the Advantaged Thinking philosophy.
- Supporting the management of the day-to-day operations of Step Ahead to ensure operating and development plans are achieved.
- Facilitating, empowering and involving young people in the engagement and running of the program through mechanism such as student governance, co-design, and other measures.
- Supporting networks and relationships that lead to opportunities for young people under the Step Ahead service offers and key practice areas of Advantaged Thinking.
- Supporting young people before during and after their participation in Step Ahead, in alignment with the program needs and their requirements.
- Working as part of a team to enhance the delivery of services to young people; participating in team meetings, planning days and handovers as required.
- Ensuring that data, information, and program expenditure is collected and recorded in line with program requirements.
- Liaising and supporting young people in working with Property Services on tenancy matters including promotion of good tenancy with participants and under the offer of 'Place'
- Other reasonable duties as requested.

## ABOUT YOU

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You will have:

- Tertiary qualifications in Youth Work, Social Work, Social or Behavioural Science, Psychology, Community Services, or other relevant discipline at degree level or above.
- A background in, understanding of, or demonstrated ability to quickly acquire such knowledge in one or more of the following areas:
  - Advantaged Thinking
  - Community Housing and social welfare programs
  - Education and learning, including vocational education
  - Employment and Career Pathway Programs
  - Young peoples' transitions and educational pathways
- Demonstrated experience in building positive relationships and communicating effectively with internal and external contacts with diverse backgrounds and abilities.
- Experience in advocating a culture which promotes the aspirations of young people in keeping with the Advantaged Thinking approach
- Demonstrated ability to contribute to improving service delivery and practice.
- Highly developed interpersonal and problem-solving skills to effectively respond to young people.
- Ability to maintain a high level of confidentiality, self organisation and attention to detail.

- Demonstrated capacity to complete tasks, manage your time effectively and work independently
- Demonstrated computer skills and working knowledge of Microsoft Office.

This role requires a current Driver's Licence and valid 'Employment' category - Working with Children Check. The candidate will need to have successfully completed Wayss pre-employment screening, a police check and provide evidence of full Covid-19 vaccination compliance.

## WHAT IS IMPORTANT TO WAYSS MUST BE IMPORTANT TO YOU

- At Wayss, we embrace a culture of diversity and inclusion within our workforce and approach to service delivery. We are responsive to the needs of Aboriginal and Torres Strait Islander people, people from LGBTIQ and culturally and linguistically diverse communities, people living with a disability and people of all ages. Wayss is proud to be Rainbow Tick Accredited and welcomes everyone across the LGBTIQ community.
- Wayss Services for Young People is committed to operating under an Advantaged Thinking framework.
- Wayss is committed to being a child safe organisation. Wayss has a zero tolerance of any abuse or maltreatment of children and young people. Every person who is part of the organisation must treat the rights, interests and safety of children and young people as paramount.
- Wayss values the voices of our clients. We recognise that we deliver higher quality and safer services when we hear from people with lived experience. We are committed to providing opportunities for clients to participate and provide feedback on our service design and delivery.
- Wayss aligns with the MARAM framework and ensures our services are effectively identifying, assessing and managing family violence risk.
- Wayss is committed to the health, safety, and wellbeing of its staff. Wayss and its staff must comply with a range of statutory requirements, including equal opportunity, occupational health and safety, privacy, and trade practice. Wayss also expects staff to comply with its policies and procedures, which relate to statutory requirements and our ways of working. Appointees are accountable for completing training on these matters and ensuring their knowledge, and the knowledge of their staff is up to date.

