

## POSITION DESCRIPTION

<b>POSITION TITLE</b>	Residential Support Worker LIFE for Children Residential Program
<b>LOCATION</b>	Gladstone Region
<b>CLASSIFICATION</b>	Social and Community Services (SACS) Award Level 3
<b>STATUS</b>	Casual
<b>SUPERVISED BY</b>	Program Coordinator
<b>HOURS OF EMPLOYMENT</b>	As per roster (shift work, nights and weekends as per roster)

## PERFORMANCE AGREEMENT

<b>Date of agreement</b>	
<b>Period of this agreement</b>	
<b>Signature of employee</b>	
<b>Signature of Line Manager</b>	

### **Job Purpose**

The Residential Support Worker will support individual children and young people who have been placed in a residential care facility, contributing to the implementation of their Care Plans and ensuring the child's or young person's physical, emotional and intellectual needs are met.

### **Job & Program Summary**

The LIFE (Living in Family Environments) for Children program is funded and supported by the Queensland Department of Child Safety. The Program provides alternative models of care for children and young people, under 18 years of age, who are subject to Child Protection Orders and who demonstrate high, complex or extreme support needs.

The program provides both family and non-family based care, including staffed residential facilities in Gladstone and Rockhampton, where children and young people are supported by in-house Support Workers and a full-time Psychologist. Family Support Workers also provide in-home support to foster families at high-energy times. For many participants in the program, it is anticipated that they will transition from the high-level residential support model into the care of an individual carer or supported foster family situation.

Key Result Areas	Tasks
<b>Identification:</b>	<b>Children and young people live in an environment that promotes their emotional, physical, social, cultural and educational well-being</b>
	Engage with child or young person to support them in all aspects of life, both in the home and in the wider community
	Utilise observational and evaluation skills to contribute to the assessment of child's or young person's needs, implementing Care Plans and Behavioural Management Plans to provide consistent and measured responses
	Work collaboratively with other residential staff and others involved in planning best care
	Provide opportunities for children and young people to develop and learn living skills appropriate to age and ability
	Ensure routine tasks are completed to maintain residence and to meet physical needs of child and staff
	Support planned contact and connectedness to family of origin

<b>Support &amp; Evaluation:</b>	<b>Children and young people are supported in working towards change as identified in Care Plans</b>
	Implement behaviour management strategies consistently as identified in Care Plans and with consideration to recently reported events and ensure other staff in house are implementing the strategies
	Support child or young person and other staff to participate in review of care needs
	Participate in review and development of Care Plans
	Attend and participate in the development of Care Plan and placement meetings as required

<b>Leadership:</b>	<b>Everyone involved in the care of children in the residential environment works to develop effective and accountable care</b>
	Develop relationships with team and community members that encourage positive communication about the young person in our care
	Seek opportunities to build local community networks to ensure that the service is understood and that community support is encouraged
	Provide feedback that may contribute to improvement of interventions in response to child safety issues

	Ensure that practices are compliant with standards of care and rights of children
	Contribute to ongoing review and development of policies and procedures with respect to best practice, licensing and accreditation
	Participate in and contribute to regular supervision and professional development to improve competence in job
	Adhere to and contribute to work practices that ensure Workplace Health and Safety standards are complied with

<b>Administration:</b>	<b>Efficient and Effective Administration of and for the Program</b>
	Follow all requests for reporting of events and circumstances relating to care and well-being of child or young person and to program coordinator
	Adhere to all procedures relating to maintenance of property and resources including financial accountability
	Participate as a team member with other program, local and organisational staff
	Adhere to policies and procedures of Anglicare Central Queensland and the LIFE for Children Program

<b>Skills and Abilities</b>	Ability to be creative and innovate
	Sound knowledge and understanding of children's social, learning and developmental needs
	Excellent interpersonal and communication skills
	Ability to work autonomously and as part of a team

<b>Attributes</b>	Highly enthusiastic and motivated
	Attention to detail
	Punctual
	Thorough
	Empathy, honesty and integrity

## **QUALIFICATIONS, EXPERIENCE AND/OR DESIRABLE**

- Ability to work collaboratively with a broad range of people from diverse backgrounds
- Knowledge of or the ability to acquire knowledge of problems in which children and young people face today
- Previous experience in a similar role providing care and support to children and young people with challenging behaviours is highly desirable
- Relevant tertiary qualifications, training and significant experience in related fields would be considered favourably
- Ability and commitment to develop a working knowledge of the Child Protection Act 1999

## **OTHER REQUIREMENTS OF THE POSITION**

- Must hold a current Queensland Open Driver's licence [or licence recognised by Australian laws]
- Must have proof of current eligibility to work in Australia [Visa holders]
- The appointee to this position will be required to complete a six (6) month period of probation in accordance with Anglicare Central Queensland
- As part of Anglicare Central Queensland's employment screening process, preferred applicants will be subjected to an employment 'suitability check' with the Commission for Children and Young People and Child Guardian. Further details regarding this check may be obtained by accessing the web site of the Commission for Children and Young People and Child Guardian at the following internet address: <http://www.childcomm.qld.gov.au/>

*Anglicare Central Queensland is an equal opportunity employer encouraging individuals from diverse backgrounds and cultures to apply.*

## **KEY SELECTION CRITERIA**

- 1 Demonstrated understanding of current trends in service provision in response to child protection needs and the needs of children and young people who are in this system.
- 2 Demonstrated experience of working with children and understanding of supports that may be needed by Carers of children with special needs or challenging behaviours.
- 3 Highly developed interpersonal, communication and negotiation skills and the capacity to build and maintain relationships with a diverse range of people.
- 4 Demonstrated experience of working with Aboriginal and Torres Strait Islander populations and/or understanding of cultural needs that need to be addressed with respect to child protection interventions.
- 5 Understanding of all stakeholders in the provision of safe and relevant care to children and young people subject to Protection Orders and identification of strategies that might be implemented to engage with all sectors.
- 6 Demonstrated abilities in problem solving, negotiation and conflict resolution with reference to management of emotional responses for all parties involved in the process.