



Out of Home Care Program

Job Package

Casual

Therapeutic Youth Worker

Pathfinders

Pathfinders is a large community-based organisation providing Supported Accommodation and Homelessness services, Family and Youth Support services, National Aboriginal Birth Certificate program, and Out of Home Care services.

The Intensive Therapeutic Residential Care (ITRC) program aims to provide a home-like environment for young people who are unable to live at home, build positive coping strategies and maintain and develop links between the young people and their birth families and community. The program aims to meet high standards for health, education, vocation and social competencies amongst all young people.

Pathfinders operates within a contemporary governance, digital communications, child-safe and regulatory environment, ensuring compliance with funding, legislation and community expectations, including full alignment with Northern Territory Child protection legislation, including the Children and Young People (Safety) Act 2017 and the Child Protection Act 1999, and compliance with the positive duty obligations under the Sex Discrimination Act 1984 as strengthened by the Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022.

Pathfinders are committed to proactively preventing workplace sexual harassment, sex-based harassment, bullying, discrimination and victimisation, and fostering a respectful, inclusive and culturally safe environment for children, young people, families, staff and community stakeholders.

The Sanctuary Model

Sanctuary is an organisational framework that ensures that our culture and practices are guided by Trauma-informed principles. Sanctuary goes beyond providing a set of tools and techniques – it is a culture shift to address the effects of trauma at every level.

Pathfinders have made a commitment to embed the accredited and widely adopted Sanctuary model into every aspect of our organisation.

Role of the Therapeutic Youth Worker

The role of the Therapeutic Youth Worker will be to deliver high quality therapeutic supports that holistically address the needs of children and young people. The Therapeutic Youth Worker will work closely with the House Coordinator, Case Coordinator, Therapeutic Specialist and other therapeutic staff to provide therapeutic care in a home-like environment that supports young people to heal from trauma and live fulfilling lives.

The Therapeutic Youth Worker will require knowledge and understanding of the issues that affect Aboriginal communities, societies and cultures in the Northern Territory, and willing to advocate on behalf of Aboriginal young people and their families in providing cultural support and provide services to Aboriginal and non-Aboriginal children, young people and families.

Therapeutic Youth Workers will consistently apply the ten essential elements to therapeutic care in all their daily tasks and interactions with children and young people in Pathfinders care.

The Therapeutic Youth Worker will also be required to build strong relationships with Aboriginal agencies to support and strengthen families and cultural connections.

Essential criteria

- Cert III in related field or willingness to obtain and/or demonstrated experience.
- Ability to interact with and form healthy relationships with young people.
- Commitment to ethical work practices including maintaining professional boundaries.
- Knowledge and understanding of issues that affect Aboriginal communities, societies and cultures in the Northern Territory.
- Ability to build strong relationships with Aboriginal Agencies to support and strengthen families and cultural connections.
- Demonstrated ability to implement case plans, behaviour support plans and safety plans for young people with complex and challenging behaviours.
- Demonstrated ability to work therapeutically with young people with social, emotional and behavioural difficulties.

- Ability to work both independently and as part of a team.
- Be required to work within all OoHC models of care within the company, in your geographical location.
- Demonstrated high level verbal and written skills, computer skills along with knowledge particularly of Microsoft Office 2010 (MS Word, MS Outlook, MS Internet Explorer etc).
- Demonstrable understanding of Confidentiality.

Conditions

This position is identified as child related employment and Prohibited persons under the Northern Territory Child Protection Act 2007 are not eligible to apply. The successful applicant will be required to provide a current Ochre Card and a Nationally Coordinated Criminal History Check (NCCHC)

Applicants are also required to:

- Follow a rotating roster.
- Be on call on a rotating roster as needed.
- Adopt Pathfinders program philosophy and engage in training when provided, including WHS.
- Provide First Aid Certificate or willingness to obtain.
- Provide a copy of unencumbered driver's license.
- Provide a current paid Ochre Card number.
- Provide a current Nationally Coordinated Criminal History Check (NCCHC).

Enquiries

Application Enquiries –Please email: hr@pathfinders.ngo

Guide for applicants

Pathfinders observe EEO principles when selecting and recruiting staff. Positions are offered on the basis of merit, that is, the applicant considered to be the most capable of doing the job is selected.

Qualifications, experience, skills, standard of work, and personal qualities relevant to the position advertised are considered when making the decision.

How to apply

Applicants MUST follow these steps to be considered for the position.

1. Prepare a typed application which includes:
 - A current resume detailing your relevant skills and experience.
 - A Cover Letter detailing how you meet the essential criteria.
 - A photocopy of your current Driver's license.
 - Copies of identification documents (e.g. Medicare card, passport, or birth certificate) to meet the 100 points of identification requirement.
 - A photocopy of your current Nationally Coordinated Criminal History Check.
 - A photocopy of your current Ochre Card number.
 - A photocopy of your current First Aid & CPR Certificate, or evidence of a confirmed booking for upcoming First Aid/ CPR training
 - A photocopy of your relevant academic qualifications.
 - Provide the names and contact phone numbers of two current work-related referees (including at least one recent supervisor). Please ensure your referees are aware they may be contacted by Pathfinders during business hours.
2. Please email applications to hr@pathfinders.ngo

Interview

If you are selected for an interview, you will be contacted by telephone. If you need wheelchair access, an interpreter because you are hearing impaired, or have any other requirements, please advise so we can make appropriate arrangements.

Interviews are conducted by a selection panel.

Only questions related to the requirements of the position will be asked.



Position Description

Casual

Therapeutic Youth Worker

Position Title:	Therapeutic Youth Worker
Responsible to:	House Coordinator
Program:	Out of Home Care
Position Status:	Casual
Locations:	Greater Darwin Area
Salary:	SCHADS 3.1
Hours:	Variable on basis of shifts worked

Purpose of position

The role of the Therapeutic Youth Worker will be to deliver high quality therapeutic supports that holistically address the needs of children and young people.

The Therapeutic Youth Worker will work closely with the House Coordinator, Case Coordinator, Therapeutic Specialist and other therapeutic staff to provide therapeutic care in a home-like environment that supports young people to heal from trauma and live fulfilling lives.

The Therapeutic Youth Worker will require knowledge and understanding of the issues that affect Aboriginal communities, societies and cultures in the Northern Territory and willing to advocate on behalf of Aboriginal young people and their families in providing cultural support and provide services to Aboriginal and non-Aboriginal children, young people and families.

The Therapeutic Youth Worker will also be required to build strong relationships with Aboriginal agencies to support and strengthen families and cultural connections.

Reporting relationship and accountabilities

Therapeutic Youth Worker will:

- Be responsible to the House Coordinator.
- Implement strategies and tasks set by the House Coordinator, Case Coordinator and Therapeutic Specialists to achieve the goals of the Intensive Therapeutic Residential Care Service.
- Participate in the day-to-day operations of the OOHC Service Work with the Pathfinders Management and staff when required.
- Adhere to the Staff Code of Conduct.

Specific tasks and responsibilities

Position and Organisational Responsibilities

The key responsibilities are as follows but are not limited to:

- Work to provide a caring, stable and structured home-like care environment for Children and Young People in accordance with Pathfinders Policy and Procedures, Philosophy, Principles and the Northern Territory OOHC standards.
- Provide day to day care for Children and Young People in ways which meet their developmental needs (physical, emotional, intellectual and spiritual), and have a positive effect on their self-esteem, attachment and security, in accordance with duty of care requirements and agency processes and philosophies.
- Perform a range of care and development tasks such as maintaining the physical environment, domestic duties, attending to health, nutrition, medical, educational and recreational needs of Children and Young People.
- Provide appropriate therapeutic supports and assistance to Children and Young People who have experienced abuse/neglect, trauma, separation, grief and loss and who present with challenging behaviours.
- Assist Children and Young People to develop social skills, problem solving and independent living skills as appropriate to their age and stage of development.
- Participate in the delivery of Behavioural Support Plans including management strategies, awareness of behavioural triggers and engaging in a therapeutic culture within the house.

- Maintain appropriate daily notes using the AIMS system, vehicle logbook and any other paperwork relevant to the service to an acceptable standard.
- Model behaviours, values and actions that will provide positive reinforcement for Children and Young People in Care in accordance with Sanctuary model principles.
- Maintain professional and personal boundaries with staff and clients at all times.
- Adhere to the Staff Code of Conduct.
- Attend and participate in regular staff meetings, professional development meetings, reflective practice sessions and supervisions.
- Respect the confidentiality and human rights of the Children and Young People at all times.
- Actively participate in all matters or issues which foster teamwork and overall service quality such as group supervisions.
- Positively promote the agency and build networks with other agencies.
- Present all accounts and financial matters for processing to House Coordinator.
- Ensure that Pathfinders property and vehicles are maintained to the appropriate standard.
- Work shift, weekend and public holidays as directed.
- Be required to be on call on a rotating roster as needed.
- Complete all reasonable tasks as directed by the House Coordinator and ITRC Service Manager.

Professional Development

- Attend supervisions with the House Coordinator or ITRC Service Manager for support, debriefing and discussion of issues that may need action.
- Pursue ongoing personal and professional development in order to enhance contribution to the organisation.

Industrial Relations

- To be aware of the relevant Awards and conditions.

Pathfinders Vision

The Pathfinders vision is to develop thriving communities in which all people can fully participate and develop freely through mutual trust and acceptance. We see this being achieved through collaborative strategies and best practices, a strong and respectful workforce, and advancing bold and progressive ideas and policies.

Pathfinders Mission

Our mission is to empower people to live with hope and equal opportunity to reach their potential. We provide hope through purpose and passion; generously sharing our expertise, knowledge and resources to make a transformative difference. We create equal opportunity by facilitating access to education, employment and safe housing; breaking down barriers that are obstacles to growth and independence.

Pathfinders Principles of Service

The following principles guide our provision of services to children, young people and their families:

- Our practice will reflect the rights of children, young people and their families to social justice, economic and social equality and self-determination and to be free from discrimination on the basis of religion, gender, race, sexuality or disability.
- Quality service provision on the basis of equity and need.
- Community based, collaborative approaches to the provision of services.
- Individualised, flexible case planning using a strengths-based intervention model that ensures the safety, emotional security and connectedness of our clients.
- Culturally appropriate interactions with families and children are paramount.
- Participation of our clients and stakeholders in the process of service delivery and planning.
- Continuous service development and quality improvement through ongoing evaluation and review.

I acknowledge and have read and understood my responsibilities associated with this Job Description.

Employee Signature

Date