



Giving Hope. Nurturing Dreams. Inspiring Youth to Thrive.

POSITION DESCRIPTION

Position:	Therapeutic Care Worker
Hours:	Shift Work / Variable 24/7 rotating roster
Salary:	SCHADS Award Grade 3 Level 1-4
Terms of engagement:	Permanent Part Time 20hpw – Various Fixed Term Arrangements
Location:	Various Locations Northern Rivers, the Tweed and Mid North Coast NSW
Responsible to:	Residential House Leader
Licences:	Essential Requirement Current Australian State or Territory Drivers Licence, Current NSW Working with Children's Check and Current First Aid

Selection Criteria for application:

- Please tell us your experience working with young people in a residential setting?
- Please tell us about your knowledge and/or experience working within a therapeutic framework?
- Are you prepared to work over a 24/7 roster?

Position Requirements:

- Minimum certificate IV in Youth Work, Mental Health, Community Services or Disability (or a willingness to obtain)
- Minimum of two years relevant experience in working with children/young people
- Flexible availability as required by a 24/7 rotating roster including nights, weekends and standby/on-call work
- Demonstrated ability to maintain professional boundaries
- Experience working therapeutically with children and young people who have experienced trauma
- Experience in disability support with people with autism/intellectual disability/mental health issues
- Demonstrated ability to work effectively in a team
- A high level of communication skills including written reporting
- Computer literacy

Vision: *Giving Hope, Nurturing Dreams, Inspiring Youth to Thrive.*

Purpose of Position:

- To provide person centred, therapeutic and strengths based trauma informed care to children and young people in CASPA's out of home care programs
- To provide high quality support, mentoring, care and assistance to service users in home/residential or recreational settings in accordance with CASPA programs
- To provide assistance to families and carers to minimise harm and promote wellbeing of children and young people in accordance with the Child and Young Person Care and Protection Act 1998

Key responsibilities (See duties for further explanation)

- Provide person centred, therapeutic and trauma informed care and services to children and young people in CASPA's out of home care programs
- Participate and positively contribute to the CASPA's therapeutic team culture
- Provide accurate and timely written reports to a high standard
- Comply at all times with the Child and Young Person Care and Protection Act 1998
- Comply at all times with CASPA's Policy and Procedures
- Comply with the WH&S Act 2011 and NSW Anti-Discrimination Act 1977
- Other duties as directed by House/Team Leaders

DUTY STATEMENT

Your main duties will include:

1. Provide person centred, therapeutic and trauma informed care and services to children and young people in CASPA's out of home care programs

- Provide professional, flexible and accountable therapeutic care, supervision and support to children & young people in out of home care
- Follow a strength based practice building the self-esteem of children and young people
- Provide appropriate role modelling which aligns with CASPA core values and demonstrates a person centred approach to care and support
- Work within CASPA's therapeutic trauma informed framework at all times
- Provide flexible conflict resolution opportunities where the need arises to avoid incidents
- Follow the individual Support Plans for each child and young person
- Assist with safe administration of medications as needed
- Provide a homely environment at the residences including duties such as cleaning, shopping, cooking etc and role modelling these to the child or young person
- Be aware of and responsive to the routines and changing needs of children and young people
- Provide safe transport
- Liaise with families within the protocols of the organisation

2. Participate and positively contribute to the CASPA team culture

- Promote and reflect a positive profile of CASPA by providing high quality care and service at all times
- Develop professional working relationships with other stakeholders both internally and externally and ensure CASPA's integrity is maintained

- Attend and positively participate in all team meetings, supervision and training and development opportunities including clinical and mandatory training
- Provide feedback and work from a collaborative practice model
- Follow CASPA's agreed team approach at all times

3. Provide accurate and timely written reports to a high standard

- Formalise observations of client contact in an informative and factually accurate written report within required timeframes

4. Compliance at all times with Child and Young Person Care and Protection Act 1998

- Develop and maintain a safe, supportive and fair environment for children and young people in line with the parameters of the Child and Young Person Care and Protection Act and NSW Child Safe Standards for Permanent Care 2015 ensuring children's rights and responsibilities are upheld
- Have a thorough understanding of the United Nations Charter of Rights (Convention on the Rights of the Child) and ensure your work practices promote these at all times
- Demonstrate a commitment to social justice
- Report risk of harm concerns to House/Team Leaders according to Mandatory Reporting Guidelines

5. Compliance at all times with CASPA's Policy and Procedures

- Accountable and professional work practices in line with CASPA's vision, policy and procedures and program guidelines
- Uphold the sentiments within our mission statement
- Appropriate use of emergency on call support
- Compliance with CASPA's Code of Conduct, Confidentiality and Privacy provisions

6. Compliance with the WHS Act 2011 and NSW Anti-Discrimination Act 1977

- Understand and observe the principles and provisions of the WHS Act 2011 and the Anti-Discrimination Act 1977
- Report all hazards, incidents, near incidents etc. House/Team Leaders in a timely manner
- Work collaboratively with other team members and management to promote a safe and secure work environment

7. Other duties as directed by House/Team Leaders

I acknowledge that I fully understand the job description above and accept the duties of the position as stated.

Signed: Date:.....

Print Name