



Wuchopperen
HEALTH SERVICE LTD

POSITION DESCRIPTION

Position Title:	Youth Mentor (<i>Identified</i>)
Position Number:	5215
Classification:	Social, Community, Homecare and Disability Employees Grade 4 Wuchopperen Health Service Limited Enterprise Agreement
Salary:	\$82,047.00 - \$88,279.00
Location:	Cairns
Reporting Relationship:	Manager, Youth and Family Services

About Wuchopperen

Wuchopperen Health Service Limited (Wuchopperen) is a community connected and controlled organisation with a solid history of providing holistic health and wellbeing services for Aboriginal and Torres Strait Islander people in Cairns and surrounding districts.

Wuchopperen's vision is keeping our generations growing strong. Culture underpins our diverse and client-centric service delivery model offering our community whole of life support from pre-birth right through to our elders.

From our humble beginnings in the 1970s, Wuchopperen has grown into a dynamic and innovative service that prides itself on strong community representation, leadership and governance.

Our Strategic Priorities



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Our Values and Behaviours



The role:

The purpose of the Youth Mentor position is to provide appropriate cultural mentoring support to Aboriginal and Torres Strait Islander young people who have been referred to the service by Queensland Police Service, Diversionary Service, Youth Justice, other community agencies, community members and families to enable connection with their cultural heritage and practices to influence non-offending lifestyles.

The Youth Mentor is supervised by the Manager, Youth and Family Services and the position has no supervisory responsibilities.

This position works closely with other members of the Youth and Family Services team and maintains regular contact with other program staff to ensure effective outcomes for clients.

Key Responsibilities include:

1. Liaise with the Youth Justice Family Led Decision Making Program and other relevant youth and families funded programs to undertake family and support mapping along with the development of genograms for young people accessing the service and identify key cultural supports for the young person.
2. Work with young people referred to establish connections with family or kin to strengthen their connection to culture.

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3. Engage and collaborate with families and other people of significance identified for the young person; to assist with their connections to natural supports, via a trusted adult mentor.
4. Provision of activities to support connections between young people and their cultural networks in order to strengthen kinship networks, connection to culture, community and country. These will include quarterly healing camps and other outdoor activities.
5. Establishment of key networks to support the undertaking of activities within various locations in the Cairns Region guided by cultural protocols.
6. Provide direct individual support, advocacy and referral to young people where the young person has identified additional support requirements and develop case plans based on their agreed goals and supports to be provided.
7. Liaise with the Youth and Family Wellbeing Workers and other relevant youth and family funded programs to ensure that young people are engaged with the program for ongoing collaborative case management.
8. Develop and maintain strong links with a wide range of service providers, particularly YETI, Queensland Police, Youth Justice and other youth and family agencies within the region to enable the provision of a coordinated service.
9. Ensure accurate collection of client information and data, maintain case file notes and upload data on a weekly basis using the digital reporting system.
10. Participate in organisational and community activities to advance the health and wellbeing of Aboriginal and Torres Strait Islander people.
11. Work within Wuchopperen's Policies and Procedures including the Staff Code of Conduct and the Work Health and Safety requirements and contribute to continuous improvement processes to ensure compliance with relevant standards and safe, effective service delivery.
12. Other duties as required, within your skills, experience and capacity.

Core Capabilities

Assessment of merit for this role will be based on the knowledge, skills and experience, potential for development and personal qualities. The competencies listed below are considered to be the most critical for success in this role.

For applicants to be successful in this role, they should demonstrate:

1. Demonstrated experience in working with young people and families using a collaborative case management model that focuses on engaging culturally safe natural, family and community supports.
2. Knowledge and understanding of Aboriginal and Torres Strait Islander societies and cultures from an historical and contemporary perspective, including the ability to communicate effectively and sensitively with Aboriginal and Torres Strait Islander people.
3. Demonstrated ability to develop and coordinate activity-based supports that are tailored to individual client requirements including cultural considerations.

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4. Extensively developed interpersonal and communication skills including the ability liaise with a range of stakeholders as well as effectively advocate for Aboriginal and Torres Strait Islander people.
5. Demonstrated ability to work independently and in a multi-disciplinary team environment, prioritise and meet deadlines, deal with matters of a sensitive and confidential nature.
6. Demonstrated ability to meet and work within the core values and behaviours of Wuchopperen.

Other Requirements

- A tertiary qualification/s in community services or in a similar field or demonstrated extensive experience working with vulnerable young people as deemed equivalent by Wuchopperen.
- It is a condition of employment in this role for the employee to be, and remain, vaccinated against measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough) and hepatitis B
- It's a mandatory condition of employment for the employee to be vaccinated against COVID-19. Evidence of two vaccinations must be provided before employment is confirmed.
- The Youth Mentor is an **Identified** position. It is a genuine occupational requirement that an **Identified** position be filled by an Aboriginal person or Torres Strait Islander person, as permitted by and arguable under section 25, 104 and 105 of the *Queensland Anti-Discrimination Act (1991)*.
- Please provide **one (Aboriginal and/or Torres Strait Islander) written reference from a referee** who can confirm that you are of Aboriginal and/or Torres Strait Islander descent, you identify as Aboriginal and/or Torres Strait Islander person and an Aboriginal and/or Torres Strait Islander community accepts you as an Aboriginal and/or Torres Strait Islander person.
- It is a condition of employment that all employees are holders of a current and valid 'blue card' or Working with Children Check. This is at your cost. Employment cannot continue or commence if you do not have a 'blue card' or if your 'blue card' is withdrawn or is disqualified.
- Possession of a current Queensland "CA" class driver's licence is essential.
- Commitment to work within the principles of Aboriginal and Torres Strait Islander community control including a willingness to develop the leadership of Aboriginal and Torres Strait Islander staff.
- Ability to use Microsoft products and the ability to use or willingness to gain proficiency in the client information management systems.
- Ability to work outside of core business hours when required, for example facilitating healing camps.

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How to apply:

Please submit the following for the panel to assess your suitability. Applications which do not meet these requirements will not be considered.

- Your **resume**, including a comprehensive employment history, your qualifications and the contact details for at least two referees (one should be your current supervisor)
- A supporting **cover letter** of no more than two pages, outlining your experience, skills and knowledge that are relevant to the advertised role. Your written response must reflect the competencies outlined in core capabilities.
- Evidence of at least two Covid-19 vaccinations (ie. Immunisation History Statement).
- Identified referee with application

Additional information:

- A non-smoking policy is effective in Wuchopperen's buildings, offices and motor vehicles on all Wuchopperen grounds, across all sites.
- Wuchopperen has a six (6) month probationary period for new employees.
- Employees may be required to work outside of core business hours from time to time.
- Demonstrated commitment to ongoing self-development with a focus on qualifications/skills upgrade.
- Applications must be received by 5 pm on the closing date and can be emailed to recruitment@wuchopperen.org.au