

Caboolture Young Mothers for Young Women



Micah Projects commitment to vulnerable and marginalised populations

Micah Projects Vision and Mission articulate our commitment to actively engaged with people who are marginalised, vulnerable and in many situations present with challenging behaviour.

Working in Micah Projects you are expected to proactively support this vision and mission whilst balancing the needs of staff to work in a supportive and safe environment.

To do this we actively work together to ensure that staff have the skills and knowledge to understand that many people who access our services do not have the ability to always regulate their emotions. This often occurs when they are frustrated, do not understand what options they have, and are impacted on by substance use or alcohol. The consequences result in staff being exposed to inappropriate and challenging situations which we are committed to providing training and support to problem solve and ensure services can be maintained.

Micah Projects actively wants to adapt a shared responsibility approach for creating a resilient culture whilst providing services to our most vulnerable participants. This requires self-awareness and a proactive approach within our organisational systems. We support staff in understanding the approach and context in which we work. We encourage staff to communicate their needs within this environment and a willingness to engage in problem solving strategies whilst providing support to participants.

Micah Projects provides outreach service in the community, centre-based services and services via phone. Our goal is to always disarm people with courtesy, respect and clear communication recognising that we may not always get it right and will learn from our participants when necessary. We recognise that many participants of Micah Projects have long histories of trauma from childhood and as adults. Whilst this is not an excuse for behaviours that are threatening to others, it is also an opportunity for participants to learn alternative ways of meeting their needs. This is how we implement a trauma informed and sensitive approach to our work.

We are committed to providing a culture of wellbeing and safety for our staff. Employees can access support and guidance internally and externally, as outlined in our Wellbeing Guide.

Position Overview

Position Title

Young Dads Support and Advocacy Worker

Team

Brisbane Young Mothers for Young Women

Reports to

Team Leader

Line Manages

N/A

Classification/Award

Level 4, SCHADS 2010

Talkin

Team Leader

Based at

Brisbane

Backup when absent?

Team Members

Brisbane Young Mothers for Young Women (CYMYW)

The Women, Children and Families Cluster consists of the Young Mothers for Young Women program in Brisbane (YMYW).

The YMYW program offers support to young pregnant and parenting women, their children, and their families. The Brisbane service is open to parents who are aged 25 years and under, and children aged 5 years and under. Young parents can access a variety of services through our Wellspring Hubs including group connections, planned support, antenatal services, and child health connections.

The YMYW program provides a two-generation approach to meeting the needs of the parents and their children. We celebrate the strengths of young parents who are parenting and recognise barriers related to housing, health, social isolation, employment, education, and income are interconnected and solutions require an integrated approach.

We work alongside families to improve family functioning, encourage positive parent-child interactions, and to build connections for young families to their local community. The team also assists families to navigate systems which significantly impact on their lives, such as child protection, family law, domestic violence, justice, income support, education, mental health, housing instability, and healthcare.

Position Description

As a Young Dads Support and Advocacy Worker, you will...

work as part of the Brisbane Young Mothers for Young Women team to provide targeted family support through outreach strategies to families who are referred because they have high and complex needs, limited informal supports, contact with the Department of Child Safety, or because they are unable to access other services in the community.

This role is specifically focused on direct support for young parenting men as part of a co-ordinated family support program.

Stakeholder Engagement

This position, as part of a team, engages with the following organisations:

- Women's Legal Service
- Department of Child Safety
- Department of Housing
- Qld Child Health
- Young Women's Partnership Program

Collaboration within the Cluster and across Micah Projects Clusters and initiatives may include:

- Caboolture and Redcliffe YMYW
- Domestic and Family Violence program
- Early Years Program
- Homelessness Teams

Key Responsibilities

- Promote a culture of respect, safety, and trauma informed approaches.
- Provide outreach and home visiting support, coordinated planned support, and advocacy to young pregnant and parenting families, and their children with a focus of support on their partners and/or father of the child/ren.
- Provide holistic assessments of families' needs and develop family support plans to achieve and maintain goals.
- Provide proactive and supported referrals to specialist services including specialist services for men using violence.
- Empower and foster independence and interdependence through participation and access to appropriate resources, opportunities, and services within the community.
- Work in line with the YMYW and Micah Projects Practice Frameworks.
- Support parents to improve their relationships and interactions with their children to promote healthy development and school readiness.

- Support **young men** to access what they need to parent well including employment and training opportunities. In situations where Child Safety may be involved, workers advocate for young families to ensure that they have access to appropriate legal supports and services to address concerns and maximise safety.
- Attend group activities for young dads within YMYW and assist the early childhood educator and peer worker with facilitation.
- Assess barriers to accessing and maintaining housing for young men and their families and assist young men and their partners to access housing and secure stable tenancies.
- Support family preservation and aim to prevent children from entering the statutory child protection system.
- Provide support to assist young men to accompany their partners to access antenatal and postnatal care and access to health care for their children.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011, including compliance around any biological hazards such as body fluids, bacteria, and infectious disease, manual lifting techniques.
- Assist Team Leaders to undertake administrative, practice and quality requirements in Micah Projects systems.
- Perform other relevant duties as assigned.

Collaborative practice

- Work as a collaborative member of the multidisciplinary team, demonstrating a high level of teamwork, support, engagement, and communication reflecting the values of the organisation.
- Work as an inclusive member of the team, providing appropriate mentoring and guidance as required.

Professional practice

- Participate in all supervision and professional development as requested and to provide input into individual professional development plans.
- Provide high level professionalism, sensitivity, and responsiveness to the needs of internal and external people/partners.
- Be accountable and responsible for making sure that organisational data and records are accurate, complete, and consistent, and used in accordance with policies and procedures and agreed upon evaluation processes.

Criteria and Conditions

Criminal History Screening

- ☐ National Police Certificate ☒ Blue Card
☐ Yellow Card ☐ APHRA Registration

Driver's License

- ☒ Essential ☐ Desirable

Travel

- ☒ Essential ☐ Desirable

Assets Provided

- ☒ Work Computer ☒ Work Phone ☐ Pool Vehicle ☐ Packaged Vehicle

Essential

- Relevant tertiary qualification in Social Work, Human Services, Psychology and experience in a similar role.
- Demonstrated understanding of the issues faced by young pregnant and parenting women, their children, and young parenting men.
- Demonstrated knowledge and experience of working with young families through assertive outreach and home visiting using a case work model.
- Demonstrated ability to provide information and referral services and participate in group work with service users.
- Demonstrated ability to use effective communication strategies and processes involving well developed interpersonal skills, an ability to advocate effectively and to work cooperatively within partnerships.
- Demonstrated ability to conduct and document assessments and individual support plans.
- Demonstrated commitment to upholding child and vulnerable adult safeguarding principles.
- Demonstrated knowledge and use of IT systems including personal information and case management systems, data collection, Microsoft products.
- A positive attitude, the ability to work flexibly and proactively in a team environment, and ability to work autonomously within program guidelines.
- A commitment to the values and principles of Micah Projects to meet community needs.
- Demonstrated commitment to cultural diversity and a working knowledge of equity and WHS principles in the workplace.

Desirable

- Knowledge and experience of working with families in relation to child development.
- An understanding of the service system responding to young families in the Brisbane Region.

General Conditions

- All employees are to practice the values of Micah Projects as outlined in the Code of Conduct.
- Appointment to this position will be subject to a criminal history check as outlined in the organisational Criminal History Screening Policy at employee's cost.
- All employees are to have valid working rights in Australia.
- All employees must utilise Micah Projects systems to facilitate the quality of the organisation's work and services. This includes, but is not limited to, Microsoft Office suite, Quality, Human Resource, Finance, Data, and Case Management Systems.
- Employment in this position is subject to continued funding.
- Employment may involve work or training outside of normal business hours.
- All employees will comply with Workplace Health and Safety legislation as outlined in organisational policy and procedures.
- All employees are required to engage in support and coaching through the organisational performance development system.

Acknowledgement

I have read this Position Description and understand the requirements and responsibilities of this position as part of my employment with Micah Projects

Employees Name _____

Signed _____ **Date** _____