

# Role profile

<b>Title</b>	Caseworker (Identified)		
<b>Job Ad Ref</b>	N/A	<b>Location</b>	Townsville or Cairns
<b>Salary range</b>	\$60,526 - \$63,762 per annum + super	<b>Classification</b>	PO2
<b>Business unit &amp; Service area</b>	Youth Justice Services, Service Delivery	<b>Reports to</b>	Team Leader
<b>Status &amp; employment type</b>	Temporary full-time	<b>Job duration</b>	January – December 2020
<b>Closing date</b>	N/A	<b>Contact details</b>	Bobby Toleafoa <a href="mailto:bobby.toleafoa@csyw.qld.gov.au">bobby.toleafoa@csyw.qld.gov.au</a> (07) 4255 7512
<b>Mandatory qualification/ requirements</b>	<ul style="list-style-type: none"> <li>• <i>It is a genuine occupational requirement that this position be filled by an Aboriginal and/or Torres Strait Islander person. One of the referees should be an Aboriginal and/or Torres Strait Islander person who can attest to the applicant's background, knowledge, skills and experience as they relate to the cultural capabilities.</i></li> <li>• <i>Possession of a tertiary degree relevant to the role such as social work, behavioural science or social science, criminology or other recognised degree [see the Other important information section below regarding other recognised degrees].</i></li> <li>• <i>Final year students are encouraged to apply for professional officer (PO) vacancies. The remuneration for students is at the PO1 level. Upon evidence of formal attainment of a relevant degree, progression to the PO2 level will be processed.</i></li> <li>• <i>Travel is a requirement of this position, therefore, it is a requirement that the applicant hold a current "C" Class Drivers licence.</i></li> </ul>		

## Are you interested...

in an opportunity to:

- work for an employer that helps vulnerable people within our community?
- be part of an inclusive and diverse workforce that places a high value on cultural capability?
- be rewarded for your efforts with great working conditions that offer salary packaging, flexible working arrangements, learning opportunities and professional development all within a safe and healthy work environment?

## Do you have a commitment...

to working with Aboriginal and Torres Strait Islander peoples and:

- understand Aboriginal and Torres Strait Islander peoples and cultures?
- recognise issues affecting Aboriginal and Torres Strait Islander peoples today?
- communicate respectfully?

Then read on .....

Department of Child Safety, Youth and Women

In the Department of Child Safety, Youth and Women you will have the opportunity to work together with people, partners and places to enable Queenslanders, especially the most vulnerable, to thrive and be safe.

You will help achieve this vision through developing initiatives to enable children, young people, women and families to thrive and be safe, and to have hope and opportunity. Our programs and community partnerships preserve cultural connections for Aboriginal and Torres Strait Islander peoples to achieve positive life outcomes.

By working with us, you will have the opportunity to work with staff from across the department to resolve complex issues and change life trajectories.

Our website contains useful and in depth information on our department and what we do: <https://www.csyw.qld.gov.au/department-child-safety-youth-women>

### About Youth Justice

*Youth Justice provides early intervention, statutory youth justice and detention services to ensure that young people are held accountable for their offending behaviour. We help support them to become responsible members of the community. More information about Youth Justice is available from our [website](#).*

### Your contribution

*Caseworkers provide professional intervention to young offenders subject to youth justice intervention, with the aim of reducing re-offending.*

### Key responsibilities

- *Work effectively within a statutory environment to manage the dual roles of monitoring young offenders' compliance with court orders and intervening to address issues that place them at risk of re-offending.*
- *Proactively work to reduce re-offending through the use of culturally appropriate, collaborative and evidence-based assessment and intervention skills, processes and programs including restorative justice activities.*
- *Work collaboratively as part of a team including a range of internal and external stakeholders, to achieve positive outcomes for victims, young offenders, their families and the community.*
- *Prepare and present verbal and written reports to the Children's Court on behalf of the Chief Executive. Conduct pre and post court interviews, prepare quality pre-sentence reports, affidavits and other relevant documentation to support best practice outcomes for young people in the justice system.*
- *Undertake record keeping and information management tasks to ensure accountability.*
- *Actively participate in a range of continuing professional development activities to continuously improve your ability to contribute to organisational goals, including training, supervision and relevant accreditation.*

### Delegations

Caseworkers have a range of statutory delegations under the *Youth Justice Act 1992*.

### Is this role for you? Please consider the following capability requirements.

To be successful in this role you will be required to demonstrate capability in the following areas:

- *You are committed to reducing offending and re-offending, and understand how your work will contribute to this organisational goal.*
- *You embed Aboriginal and Torres Strait Islander cultural capability into your key responsibilities.*
- *You have knowledge of youth justice practice including restorative justice processes and the ability to apply, effective facilitation, engagement, assessment, and intervention skills with young offenders, victims and families.*
- *You build and sustain positive relationships with a wide range of people (clients, team members and stakeholders) and have the ability to communicate effectively and sensitively with Aboriginal and Torres Strait Islander peoples, including a sound knowledge and understanding of both cultures and societies and the current and historical issues which impact upon them in a contemporary society.*
- *You have excellent time management skills, and are committed to continuous professional development and reflective practice, including the ability to effectively receive and act on feedback.*
- *You have demonstrated professional writing skills and the ability to apply these efficiently in a statutory environment including, for example, writing case notes, pre-sentence reports, affidavits, risk assessments and intervention plans.*

### Equal employment opportunities

We are an equal employment opportunity employer and value a diverse workforce. People of all ages, abilities, gender and ethnicity are encouraged to apply for positions.

### Other important information

- The department recognises that people who have tertiary degrees other than those listed under “Mandatory qualifications”, may possess a skill-set that is appropriate for this role. The applicant needs to demonstrate completion of a minimum of six (6) subjects that cover at least four of the following seven areas:
  - Effective practice at micro and macro levels of communication/ engagement skills, counselling.
  - Assessment and intervention skills in working with young people, families and communities (including subjects specific to working with Aboriginal and Torres Strait Islander communities).
  - Working within a case management framework.
  - Theoretical frameworks ie; strengths based practice, empowerment, systems, crisis intervention, social development, child development, family dynamics.
  - Knowledge of Aboriginal and Torres Strait Islander cultures and the issues related to their cultures over-representation in the youth justice and child protection systems.
  - Criminal justice system/law.
  - Social norms, mores and community development.
- If an applicant possesses a degree that may fall into the category of “other recognised degree”, they are requested to supply with their application a copy of their official academic transcript along with a description of the subjects completed (this is usually available from the university’s website). During the short-listing process, the selection panel will use the attached documentation to assess degree eligibility.

- A probationary period may apply to successful applicants to permanent roles who are external to the public service (unless advised otherwise)
- Successful applicants will be subject to a criminal history check and/or blue and yellow card screening for roles that work with children and clients with a disability.
- Successful applicants may be required to disclose any previous serious disciplinary action
- Newly appointed public service employees are obliged, within one month of starting duty, to make a disclosure of any employment as a lobbyist in the previous two years
- To be eligible for permanent appointment to the Queensland Public Service, applicants must provide proof of Australian citizenship or permanent residency or a right to stay indefinitely. To be eligible for temporary appointment, applicants must provide proof that they can legally work in Australia for the period of the vacancy.
- Applicants who have been paid a voluntary medical retirement, voluntary early retirement, redundancy or retrenchment payment from a Queensland Government entity are required to indicate this in their application.
- Where 'eligibility for registration' is shown as a mandatory condition of the role, successful applicants are required to obtain the relevant registration prior to commencing work and maintain registration for the duration of employment in the role.