



Specialist Youth Worker

Youth Horizons Position Description



Position Purpose

Youth Horizons is a not for profit organisation providing evidence-based sustainable solutions for family and young people who are risk of poor outcomes, due to complex behavioural and/or mental health needs. These include young people with conduct disorder/ antisocial behaviour and who may have co-morbid mental health issues.

Te Hurihanga (meaning "The Turning Point") is a residential and community based bicultural therapeutic programme for young males aged 14 to 17 years who have been before the court. Youth Horizons is running the programme in collaboration with Maatua Whangai for the Ministry of Justice. The aim of the programme is to stop the young people from offending and to give them the help they need to become positive members of society.

The Specialist Youth Worker is responsible for planning, assisting with and supervising the completion of the daily tasks and goals of the young people in Te Hurihanga residential facility. Specialist Youth Workers must act as a responsible parent and are responsible for maintaining the well-being and safety of the young people in the residence.

Location

This position is located at Te Ara Hou Village, 100 Morrinsville Rd, Hamilton.

Key Relationships

Reports to Residential Leader

Internal Relationships

Manager, Te Hurihanga
Chief Executive Officer
Operations Manager
Clinical Director
Clinical Leader
Psychologist
Night Staff
Residential Support Worker
Skills trainers
MST Clinician
Teacher
Kai Takawaenga Rangatahi
Kai Takawaenga Whanau
House parents
The Administration Team
Other Youth Horizons staff

External Relationships

Child Youth and Family
Family/Whanau
Schools
Neighbours and the Local Community
Police
Ministry of justice
Other Government agencies & NGO's.

Management Responsibility Nil**Key Result Areas**

The Specialist Youth Worker position is responsible for the following key areas and tasks:

- Maintaining the physical environment so that the residence is a safe, clean and homely environment
- Ongoing internal and external household chores are carried out in a timely and appropriate manner
- Assistance is provided to the House Parents and Residential leader in compliance with all necessary Health and Safety legislation and obligations, and that regular checks are carried out in conjunction with other key staff
- The management of each young person in the house is in line with the goals and strategies of the young person's treatment plan
- The physical safety and emotional well-being of the young people is maintained at all times
- Illustration of a strong commitment to culturally safe and responsive development and expression of the identity of each young person and their whanau
- Clinical staff and managers are informed of incidents involving a young person and any changes in behaviour they may manifest. Responsibility is taken regarding decisions around youth management (including outings) following incidents
- Key worker roles are performed for youth, assisting in the development of residential goals, facilitating family contact (as directed by senior staff), collating behavioural data and other indicators of progress and risk status

- Teacher Aide role is undertaken during classroom hours, including co-facilitation of psycho-education groups
- A range of residential interventions and techniques are utilised as appropriate to the circumstance and programme models, to ensure the continued development and well-being of the young person
- Young people in your care are accessing a range of appropriate recreational, spiritual, cultural, social and sporting activities. Actively arranges activities for evening, holiday and weekend shifts
- Complete shift notes, incident reports and other logging requirements in appropriate timeframes
- Adequate supervision and monitoring of youth is maintained at all times
- Safety and security equipment checks are undertaken regularly
- Residential admission and transition processes are smoothly delivered
- Assist with and participate in both residence-based and Marae-based wananga
- All of the caring functions that would normally be undertaken by responsible parents is willingly undertaken
- Good relationships are maintained with the young person's family and family access is facilitated as directed by senior staff
- Transport is provided so that travel to school, medical appointments, and the range of other daily activities happens in a timely and safe manner
- Young people are assisted in meeting daily self care needs, such as maintaining physical health and personal hygiene, eating nutritious meals, taking prescribed medication, cleaning dishes, laundry and surrounds, and engaging in appropriate exercise opportunities
- Ensuring that if a young person in your care has been prescribed medication that it is taken regularly as per the prescribed dose and that all medication is dispensed, logged and securely stored as per medication protocols
- Assisting the Residential leader or House Parents to manage the expenditure in the house so that the spending conforms to the Youth Horizons allocated budget
- Service and organisational protocols, values and culture are maintained, so that:

- All protocols and procedures are maintained at all times
 - All interventions and communication with young people, their families, stakeholders and staff reflect and support the wider values, culture and goals of Youth Horizons
 - Any complaints that may arise are resolved as per organisational complaints resolution processes
 - Good relationships are maintained with the range of staff and other stakeholders involved in the care and development of the young people
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- Be part of the Te Hurihanga On-Call Roster
 - Any other duties as required by your manager.

Qualification Requirements

No formal qualifications are required for this position.

Experience

Preference will be given to applicants who have experience in the following areas:

- Parenting and supervision of young people
- Working in a multi-cultural and multi-disciplined environment
- Implementing behaviour programs and strategies
- Working with young people with challenging behaviour
- Resolving conflict in workplace environments.

Competencies

The following competencies are required for the effective execution of this role:

- Ethical practitioner
- Team player
- Innovator and problem-solver
- Clear communicator
- Teacher of life skills
- Empathic listener
- Firm and fair disciplinarian
- Reasonable level of fitness
- Committed to bicultural practice
- Engager of young people.