

POSITION DESCRIPTION

Youth & Family Caseworker

Bail Advocacy Program (BAP) - Creating Futures Justice Program

*****This is an identified Aboriginal position under Section 14(d) of the NSW Anti Discrimination Act 1977***

Position title	Youth & Family Caseworker
Reports to	Creating Futures Justice Program Manager
Program	Bail Advocacy Program - Creating Futures Justice Program
Responsible for	Providing wrap-around, trauma-informed, intensive client-centred, casework support to Aboriginal young people aged 10-17 years who have criminal matters or are at risk of police contact and who are referred from the Aboriginal Legal Service (ALS) through the Bail Advocacy Program (BAP). Priority for young people under 14 years, who are residing in the City of Sydney and Randwick Local Government Areas, and where capacity allows, parts of Inner West and Bayside Local Government Areas.
Location	Your position is based on Gadigal land at the Weave HQ in Waterloo but you may be required to work at other Weave sites during the course of your employment.
Hours	Part time/Full time (5 days per week/35 hours per week) or 63 hours per fortnight (9 days per fortnight) negotiable.
Status	The role will be contracted until 30 June 2026 as that is the end date of the current funding contract for the BAP Pilot. If the funding contract is renewed or extended there may be a possibility of employment beyond that end date. All positions at Weave are subject to a 6 month probation period.
Award	Social Community Home Care and Disability Services Industry Award 2010 (SCHADS)
Remuneration	SCHADS SACS Level 4 Paypoint 1-4 depending on qualifications and experience. Weave pays above the SCHADS Award hourly rate. Weave hourly rate range for Level 4 Paypoint 1-4 are currently \$46.77 - \$50.33 <ul style="list-style-type: none"> • Plus Superannuation @ 11.5% (increasing to 12% on 1 July 2025) • Plus Annual Leave Loading of 17.5%
Benefits	<ul style="list-style-type: none"> • Generous salary sacrifice • Above Award hourly rates based on a 35 hour week • Bonus paid leave days over Christmas and New Year

	<ul style="list-style-type: none"> • Supportive Aboriginal and/or Torres Strait Islander staff team that meets regularly • Access to external cultural supervision • Aboriginal Healing Framework that informs and guides practice across all aspects of the organisation including staff support, training and development
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About Weave Youth & Community Services

[Weave Youth & Community Services](#) is a place-based community organisation located on unceded Gadigal and Bidjigal Land in Sydney, that has been delivering a range of programs, supports and services developed with and for the community for 48 years.

Weave's purpose is to empower people to change their lives, and healing and connection is at the centre of our work. Weave supports children, young people, women and families who are impacted by systemic disadvantage and intergenerational trauma. Around 70% of all those we support across Weave are Aboriginal and/or Torres Strait Islander people. As a non-Aboriginal controlled organisation, Weave is strongly committed to walking alongside Aboriginal and Torres Strait Islander people in their ongoing fight for justice and self-determination. Our work at every level is guided by our [Aboriginal Healing Framework](#)

Summary of the Position

This role is part of the ALS Bail Advocacy Program, a new program at the ALS aimed at reducing Aboriginal young people's contact with the justice system. This role will work alongside the Bail Advocacy Program team at the ALS and will be responsible for providing comprehensive, holistic, client-centred, casework support to Aboriginal young people aged 10-17 years or those over 17 who still have matters in the Children's Court, who have criminal matters or who are at risk of police contact.

The role will be managed as part of Weave's Creating Futures Justice Program, which supports people aged 10–30 who are in contact with the criminal justice system to transition from custody to community and live contributing, fulfilling lives. This change is brought about through strengths-based, client-led, trauma informed, wrap-around case management model delivered within an Aboriginal Healing Framework.

Key Responsibilities

- Provide individual casework and case management support to young Aboriginal people aged 10-17 years or those over 17 who still have matters in the Children's Court, who are in contact with the criminal justice system or at risk of police contact. Many of these young people are impacted by intergenerational trauma, systemic racism and discrimination, and commonly have complex trauma histories and complex needs, including: legal issues, health, mental health and wellbeing, learning and education, training and employment, relationships and family, housing, alcohol and other drug issues, grief and loss, domestic violence, processing trauma. Occasional crisis response and out of hours work may be required in this role.
- Provide consistent and reliable support to build trust with the young person and their support networks. Engaging with young people in activities they enjoy to build rapport and trust before any work can be done on formalising a case plan.
- Provide court support and advocacy to endeavour to divert young people from onerous bail conditions and custody.
- Pre-release exit planning with young people who are in custody prior to release.
- Provide comprehensive, holistic post release support for young people in the BAP Program who are transitioning to community from custody.
- Provide therapeutic/trauma informed, strengths based and client-led case-management including creating a case plan with the client's goals.
- Facilitate peer group pro-social activities for young people.
- Facilitate access to the holistic suite of Weave programs and services including mental health and AOD support, driver licensing program, creative arts program, events and opportunities to give back via our leadership and advocacy programs and community development programs and events.
- Collaborate and work closely with other services. Eg. housing, schools or other education providers, social security, police, health, mental health, employment services, drug and alcohol rehabilitation services, recreational and sporting clubs.
- Establish and nurture collaborative relationships with local Aboriginal and/or Torres Strait Islander community organisations and, identify opportunities for engagement and joint support for clients where appropriate, or otherwise to make appropriate onward referrals when necessary.
- Take responsibility to ensure that your practice is culturally safe and responsive with Aboriginal and Torres Strait Islander clients and communities.
- Where appropriate, support the parent/s or carers and sometimes siblings as well in order to support the young person, although this needs to be delicately balanced so that the young person feels they have a safe space that is primarily for them.

- Actively support and facilitate warm referrals to other services where appropriate.
- Develop close working relationships with the ALS, Children's Court staff, Youth Justice NSW etc to enhance client outcomes.
- Use Weave's data collection system, to record and manage individual client data, including case notes, support letters, case plans and other relevant documents. Attend regular clinical and/or cultural supervision as agreed upon by your Program Manager.
- Ensure all disputes with both staff and service users are resolved according to the Weave complaints and grievance procedure.
- Promote the service and its programs to the local and wider community.
- Participate in probationary review meetings and Annual Performance Review with Program Manager and Management.
- You may be required to perform other duties as directed from time to time to suit organisational requirements and which are broadly consistent with your role.
- Additional general responsibilities and expectations of all Weave staff are outlined in the Weave Code of Conduct Section 8.2 (a).

Selection Criteria

1. Identify and be accepted by the Aboriginal Community as an Aboriginal and/or Torres Strait Islander person (as currently defined in the NSW Aboriginal Land Rights Act 1983)
2. Qualifications in or currently studying social work, community work, welfare, community management or other relevant discipline and/or relevant experience.
3. Experience providing responsive, trauma-informed wrap-around support to Aboriginal and/or Torres Strait Islander young people and families with complex needs.
4. Experience working with young people.
5. Team player with strong communication, negotiation and conflict resolution skills and ability to remain calm under pressure.
6. Awareness of, and sensitivity to the experiences of Aboriginal and Torres Strait Islander peoples impacted by the ongoing oppressive legacies of colonisation.
7. Understanding of the importance of cultural safety for Aboriginal and Torres Strait Islander peoples, and the strengths of Aboriginal and Torres Strait Islander peoples.
8. Common sense and an excellent sense of humour.
9. NSW Working with Children Check.

10. National Police Check (If we interview you and shortlist you for the role, we will require you to complete a criminal record check. Having a criminal record does not necessarily exclude you from applying for the role).
11. NSW full unrestricted Driver's Licence.
12. Current First Aid Certificate or willingness to obtain within two months of employment.

Desirable Criteria

- Understanding of, and experience working in, the criminal justice system space.