

## POSITION DESCRIPTION

### Creating Futures Justice Program Caseworker

(12 month fixed term contract)

*\*\*This is a Targeted Aboriginal and Torres Strait Islander Position. Preference will be given to suitable Aboriginal applicants.*

<b>Position title</b>	Caseworker
<b>Reports to</b>	Creating Futures Program Manager
<b>Program</b>	Creating Futures Justice Program
<b>Responsible for</b>	Providing wrap-around, trauma-informed, intensive client-centred, pre and post release casework support, court support, diversion support and advocacy for mainly Aboriginal offenders in the City of Sydney LGA and La Perouse and surrounding suburbs.
<b>Location</b>	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.
<b>Hours</b>	Part time 63 hours per fortnight (9 days per fortnight) or Full time 70 hours per fortnight (10 days per fortnight) negotiable.
<b>Status</b>	Fixed term 12 month contract. All positions are subject to a 6 month probation period (all positions at Weave are dependent on continued funding).
<b>Award</b>	Social Community Home Care and Disability Services Industry Award 2010 (SCHADS).
<b>Remuneration</b>	SCHADS SACS Level 4 Paypoint 1-4 depending on qualifications and experience. Weave pays above the SCHADS Award hourly rate. The Weave hourly rate range for Level 4 Paypoint 1-4: \$46.77-\$50.33 <ul style="list-style-type: none"> <li>● Plus Superannuation @ 11.5%</li> <li>● Plus Annual Leave Loading of 17.5%</li> </ul>
<b>Benefits</b>	<ul style="list-style-type: none"> <li>● Generous salary sacrifice</li> <li>● Above Award hourly rates based on a 35 hour week</li> <li>● Bonus paid leave days over Christmas and New Year</li> <li>● Supportive Aboriginal and/or Torres Strait Islander staff team that meets regularly</li> <li>● Access to external cultural supervision</li> <li>● Aboriginal Healing Framework that informs and guides practice across all aspects of the organisation including staff support, training and development</li> <li>● Commitment to whole of Weave culture camps and On Country days</li> </ul>

## 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

Weave's Creating Futures Justice Program supports mainly Aboriginal people aged 10–30 who are transitioning from custody to community or have other criminal justice involvement.

This role provides strengths-based, trauma-informed, client-centred, wrap-around casework support to Aboriginal and non Aboriginal people aged 18-30 years of age, who have strong connections to the City of Sydney LGA, La Perouse and its surrounding suburbs.

Many of these young people are impacted by intergenerational trauma, systemic racism and discrimination, and commonly have complex trauma histories and complex needs, including: support with legal issues, health, mental health and wellbeing, learning and education, relationships and family, housing, alcohol and other drug issues, grief and loss, domestic violence, processing trauma, cultural connection and healing. Occasional crisis response and out of hours work may be required.

## Key Responsibilities

- Provide court support and advocacy to endeavour to divert people from custody.
- Provide pre-release exit planning in custody prior to release.
- Provide therapeutic/trauma informed, strengths based and client-led case-management including creating a client-led case plan.
- Take responsibility to ensure that your practice is culturally safe and responsive with Aboriginal and Torres Strait Islander clients and communities.
- Where appropriate, work with the Aboriginal Cultural Engagement team to facilitate connection to culture, family and community for your clients through involvement in existing programs or those created for the young people in the program.

- Facilitate access to the holistic suite of Weave programs and services including mental health and AOD support, creative arts programs and opportunities to give back via our leadership and advocacy programs, community development programs and events.
- Collaborate and work closely with other services and community supports including – housing, 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 to ensure you and your clients are aware of support provided by those services and to identify opportunities for mutually beneficial collaboration, engagement, and joint support for clients where appropriate, or otherwise to make appropriate onward referrals when necessary.
- Understand and respect Aboriginal and Torres Strait Islander worldviews surrounding family and kinship, and utilise such as a strength and resource in developing healing outcomes for clients and their families.
- Provide support with training and employment pathways by connecting young people to relevant supports.
- Develop a close working relationship with Corrective Services NSW.
- Use Weave's client database to manage client files, track client's journeys, record casenotes and case plans and measure client outcomes and satisfaction.
- Attend regular clinical 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. Qualifications in or currently studying social work, community work, welfare, community management or other relevant discipline or relevant experience.
2. Experience providing responsive, trauma-informed wrap-around support to Aboriginal and/or Torres Strait Islander young people and families with complex needs.
3. Experience in youth work.

4. Team player with strong communication, negotiation and conflict resolution skills and ability to remain calm under pressure.
5. Awareness of, and sensitivity to the experiences of Aboriginal and Torres Strait Islander peoples impacted by the ongoing oppressive legacies of colonisation.
6. Understanding of the importance of cultural safety for Aboriginal and Torres Strait Islander peoples, and the strengths of Aboriginal and Torres Strait Islander peoples.
7. Common sense and an excellent sense of humour.
8. NSW Working with Children Check.
9. 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.
10. NSW full unrestricted Driver's Licence.

#### **Desirable Criteria**

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