

## Role profile

<b>Title</b>	Youth Worker		
<b>Job Ad Ref</b>	<a href="#">[QLD/000000/00]</a>	<b>Location</b>	Cherbourg/Murgon
<b>Annual Salary</b>	\$57,670 to \$61,263	<b>Classification</b>	OO3
<b>Business unit &amp; Service area</b>	Cherbourg Youth Justice Service, South West Region	<b>Reports to</b>	Team Leader
<b>Status &amp; employment type</b>	Temporary Full Time	<b>Job duration</b>	15/10/22
<b>Closing date</b>	31.05.2002	<b>Contact details</b>	Tanya Alberts, Senior Transitions Officer, Cherbourg Youth Justice Service Phone: 07 4179 5300 or Email: <a href="mailto:Tanya.Alberts@cyjma.qld.gov.au">Tanya.Alberts@cyjma.qld.gov.au</a>
<b>Mandatory qualification/requirements</b>	<p>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.</p> <p>Travel is a requirement of this position; therefore, it is a requirement that the applicant hold a current "C" Class Drivers licence.</p> <p>It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 in accordance with the <a href="#">Chief Health Officer COVID-19 Vaccination Requirements for Workers in a high-risk setting Direction</a> and the department's Mandatory COVID-19 Vaccination policy.</p> <ul style="list-style-type: none"> <li>○ You will be required to provide one of the following types of documentation for the hiring manager to sight before an offer of employment will be made: <ul style="list-style-type: none"> <li>▪ a COVID-19 digital certificate</li> <li>▪ your immunisation history statement</li> <li>▪ an International COVID-19 Vaccination Certificate for overseas travel.</li> </ul> </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?
- Understanding Aboriginal and Torres Strait Islander peoples and cultures?
- Recognising issues affecting Aboriginal and Torres Strait Islander peoples today?
- A united, harmonious and inclusive Queensland as articulated in the *Multicultural Recognition Act 2016* and Multicultural Queensland Charter?
- Communicating respectfully?

**Department of Children, Youth Justice and Multicultural Affairs**

In the Department of Children, Youth Justice and Multicultural Affairs (the Department) you will have the opportunity to work together with people, partners and places to support children, young people, and families to be safe and to thrive in culture and communities.

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 and other government agencies to resolve complex issues and change life trajectories.

As public servants, we are committed to the highest ethical, professional and service standards in the delivery of outcomes for the people of Queensland.

Our department believes that we are leaders at all levels. We enact this through our Leadership Charter:

**Authenticity**  
We build and sustain honest and respectful relationships

**Connection**  
We collaborate with our stakeholders and engage with our staff to build capability

**Stewardship**  
We deliver a customer centred approach and perform within an ethical framework

**Value**  
We are passionate and proud and we recognise our diversity by building our cultural competence

*We acknowledge the traditional owners of the land on which we operate and pay respects to elders past, present and emerging. We acknowledge the cultural authority and knowledge of Aboriginal and Torres Strait Islander Queenslanders, and the vital importance of cultural identity and connection.*

More information about us can be found here:

**Website:** <https://www.cyjma.qld.gov.au/>

**LinkedIn:** <https://www.linkedin.com/company/DCYJMA/>

**Facebook:**

- Child and Family Queensland
- Multicultural Affairs

**Twitter:**

- Child and Family Queensland: @childfamilyqld
- Multicultural Affairs: @multiculturalQ

**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**

The role of the Youth Worker is to provide supervision and support to young people subject to a youth justice intervention.

**Key duties and responsibilities**

The Youth Worker key responsibilities are:

- Provide supervision and support to young people in accordance with relevant legislative provisions, strategic priorities, statutory delegations, departmental policies, procedures and contemporary best practice.
- Support the Program Coordinator in relation to the maintenance of services for young people subject to youth justice interventions.
- Provide supervision and support to young people to assist with their compliance with court orders and reintegration into the community in accordance with the case plan.
- Negotiate with other Government and community agencies, on behalf of young people, so as to enhance their access to services in accordance with the case plan.
- Maintain records of program attendance and prepare reports to assist case planning and reviews, and attend these meetings as required.

**Delegations**

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

**Is this role for you? Consider the Leadership competencies for the role.**

The Queensland Public Service Leadership competencies for Queensland (LCQ) applies to all role profiles within the department. This role profile is aligned to the **individual contributor** profile of the LCQ and outlines the relevant competencies and corresponding behaviours from the **individual contributor** profile that are the basis of assessment of your suitability for the role. To be successful in this role you will be required to demonstrate capability in the following areas:

Vision	Results	Accountability
<ul style="list-style-type: none"> <li>• <b>Leads strategically:</b> Thinks critically and acts on the broader purpose of the system.</li> <li>• <b>Stimulates ideas and innovation:</b> Gathers insights and embraces new ideas and innovation to inform future practice.</li> <li>• <b>Leads change in complex environments:</b> Embraces change and leads with focus and optimism in an environment of complexity and ambiguity.</li> <li>• <b>Makes insightful decisions:</b> Makes considered, ethical and courageous decisions based on insight into the broader context.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Develops and mobilises talent:</b> Strengthens and mobilises the unique talents and capabilities of the workforce.</li> <li>• <b>Building enduring relationships</b> – builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes</li> <li>• <b>Inspires others</b> – inspires others by driving clarity, engagement and a sense of purpose</li> <li>• <b>Drives accountability and outcomes</b> – demonstrates accountability for the execution and quality of results through professionalism, persistence and transparency</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Fosters healthy and inclusive workplaces:</b> Fosters an inclusive workplace where health, safety and wellbeing is promoted and prioritised.</li> <li>• <b>Pursues continuous growth:</b> Pursues opportunities for growth through agile learning, and development of self-awareness.</li> <li>• <b>Demonstrates sound governance:</b> Maintains a high standard of practice through governance and risk management.</li> </ul>

To find out more about the behaviours and competencies required for this role visit, [www.forgov.qld.gov.au/leadership-competencies-queensland](http://www.forgov.qld.gov.au/leadership-competencies-queensland) for the complete Leadership Competencies for Queensland booklet.

### Conditions and benefits of the role

The department provides access to an employee assistance program and a range of learning and development opportunities. Your employment experience with the department will include work-life balance with flexible working options such as flexible start times and telecommuting, competitive salary and benefits (including up to 12.75 per cent superannuation contributions by your employer), generous leave entitlements, career progression opportunities and the chance to make a difference to the people and communities of Queensland.

The department is committed to building an inclusive culture that respects and promotes [human rights](#) and [diversity](#). We respectfully journey together to aspire to be the most culturally capable agency in the nation. We are an inclusive, equal employment opportunity employer and place value on our diverse workforce. We encourage applicants representing all genders, ethnicities, ages, languages, sexual orientations, and people with disability or family responsibilities to apply.

### How to apply

To enable us to assess your merit, your application should include:



- a **statement** not more than two pages that summarises your skills, experience and achievements against the leadership competencies/capabilities and duties/responsibilities
- a **current resume** containing details of 2 referees. At least one referee should have a thorough knowledge of your work over the past two years as your manager or supervisor.
- Apply via [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au)

If you experience any technical difficulties when accessing [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au), please contact 13 QGOV (13 74 68). All calls relating to the status of your application once the vacancy has closed should be directed to the contact officer on the role profile.

If you do not have internet access and are unable to submit your application online, contact the QSS Customer Support Team on 1300 146 370, between 9am to 5pm Monday to Friday, to enquire about alternative arrangements.

Late applications cannot be submitted via Smart jobs, so please allow enough time before the closing date to submit your application. If the Selection Panel has granted approval to consider a late application, contact the QSS Customer Support Team on the numbers above to arrange this.

Hand delivered applications will not be accepted.

Applicants can provide information to demonstrate their skills against the capabilities of the role profile by including the following statement in the role profile:

- To apply for the role, your application should include something that outlines why you want to do this role and demonstrates your skills and experience to make a difference.

Examples of flexible and creative options:

- Visual representation of your story with a written/video explanation of its meaning
- One page outline of your skills and experience
- Short 5 minute video explaining your skills and experience

See tips on [how to write a resume and cover letter](#)

### Other important information

- The department is proud to be an accredited White Ribbon Workplace. Domestic and family violence has no place in our homes, communities or workplaces and we are committed to preventing violence and supporting employees affected by domestic and family violence.
- Working in eligible regional and remote locations can attract additional benefits which may include financial incentives, subsidised accommodation, and additional leave. For further information, visit our website at [www.cyjma.qld.gov.au/about-us/careers/benefits-working-us/remote-regional-incentives](http://www.cyjma.qld.gov.au/about-us/careers/benefits-working-us/remote-regional-incentives)
- A probationary period may apply to successful applicants to permanent roles who are external to the public service (unless advised otherwise), after which time confirmation of appointment will be dependent upon satisfactory performance review.

- Successful applicants will be subject to a criminal history check or blue card screening.
- Successful applicants who are either a current or previous public sector employee will be required to disclose previous serious disciplinary action taken against them.
- 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.
- Applications remain current for 12 months and may be considered for identical or similar vacancies (these may be at a different location).
- A person is eligible to be a public service officer only if the person is an Australian citizen or resides in Australia and has permission, under a Commonwealth law, to work in Australia. If a person's permission to work in Australia ends, the person's employment is taken to have been terminated on the same day.
- 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.

JD/JEMS No.: JD\_2732  
Date of Review: September 2010