



Position	Youth Worker	Stream	Community Services
Reports to	Senior YSO/Service Coordinator	Base	Atherton VPG
Award	Social Community Home Care & Disability Services	Classification	SCHADS: Level 3 Est: \$80,000 commensurate with quals & experience
Risk Level	Does the position require a Blue Card? Yes	Resources	Laptop, Mobile + Up to \$15,900 NFP Tax benefits
Level	Employees at this level perform work under general supervision and apply skills and knowledge gained through qualifications and/or experience. They provide direct support to clients, assist in the delivery of programs and activities, and exercise judgement within established policies, procedures and practice guidelines.		

About the role:

As a Youth Worker, you will work alongside young people aged 8–25 years to build positive relationships, strengthen resilience and support their active participation in education, training, employment and community life. Working under the guidance of senior staff, this role provides wide variety of scope working towards positive outcomes for youth across the following domains:

- ❖ Mental Health & Wellbeing
- ❖ Housing & Accommodation
- ❖ Life & Living Skills
- ❖ Social Inclusion & Participation
- ❖ Relationships
- ❖ Transitioning to Independence through education/employment.

Through a strengths-based and trauma-informed approach, you will encourage young people to identify goals, develop confidence, build life skills and access opportunities that support their wellbeing and future aspirations. The role focuses on engagement, relationship building and providing practical support that helps young people navigate challenges, strengthen connections and participate positively in their communities.

Key Outcomes:

Position (specific) responsibilities

- Build positive, supportive and professional relationships with young people through mentoring, engagement and regular contact.
- Support young people to identify goals and develop the confidence, resilience and life skills needed to participate positively in education, employment and community life.
- Assist young people to access services, programs and opportunities through information, referrals, advocacy and practical assistance.
- Support young people to strengthen connections with family, culture, community and other natural support networks.
- Deliver outreach, engagement, recreational, life skills and group-based activities that promote resilience, wellbeing and social inclusion.
- Maintain a client load, provide ongoing support and monitor wellbeing, engagement and emerging concerns in accordance with organisational policies and procedures.
- Work collaboratively with families, carers, schools, community organisations and other stakeholders to support positive outcomes for young people.

- Maintain accurate records, case notes and administrative requirements in accordance with organisational and funding requirements.
- Promote child-safe, culturally safe, inclusive and ethical practice in all aspects of service delivery.
- Undertake other duties consistent with the level and scope of the position.

Organisational (general) responsibilities

- Demonstrate and promote VPG's values of being compassionate, generous, inclusive, responsible, and fun in all interactions with young people, families, colleagues, partners, and community stakeholders.
- Comply with all VPG policies, procedures, codes of conduct, and organisational requirements, contributing positively to a safe, respectful, and inclusive workplace culture.
- Promote and apply child safe organisation principles, mandatory reporting obligations, and duty of care responsibilities, ensuring the safety and wellbeing of children and young people at all times.
- Demonstrate commitment to diversity, equity, inclusion, reconciliation, with particular respect for First Nations peoples, cultures, and communities.
- Maintain knowledge of relevant legislation, service standards, funding requirements, and contemporary practice developments relevant to the role and service area.
- Actively participate in supervision, team meetings, training, professional development, planning activities, and continuous improvement initiatives.
- Contribute to a collaborative organisational culture by sharing knowledge, supporting colleagues, and working across programs and teams to achieve positive outcomes.
- Fulfil workplace health and safety responsibilities by identifying, reporting, and managing hazards, incidents, and risks in accordance with organisational requirements.
- Maintain accurate records, protect privacy and confidentiality, and ensure compliance with information management, data security, ICT, and administrative requirements.
- Contribute to a culture where no task is considered beneath any team member. Alongside all staff, support the effective operation and promotion of VPG services and, alongside all team members, contribute to the day-to-day running of VPG centres, activities, vehicles, transport and facilities to ensure a safe, welcoming and well-functioning environment.

Special Conditions

The following conditions must be met prior to commencement and maintained throughout employment:

- ✓ Current Blue Card (QLD Working with Children Check)
- ✓ Current QLD Class C Driver's Licence
- ✓ Current Senior First Aid Certificate and CPR Certificate
- ✓ Evidence of qualifications as required by the position
- ✓ Willingness and ability to undertake local and regional travel, including community outreach and out-of-office activities
- ✓ Willingness to participate in occasional out-of-hours activities, team events and community engagement where required (TOIL arrangements apply)
- ✓ Mandatory VPG induction and child safe training to be completed within the first month and then annually.
- ✓ Fun is a VPG Value, willingness to have fun, occasionally dress-up and generate lots of laughter is a must.

To Submit an Application:

- A Cover Letter & Resume (Max 3 Pages) explaining your interest in the role (PDF Format).
- Qualifications
- Response to Selection Criteria by either:

- (i) Pre-recorded video (Max 3 minutes) introducing yourself and responding to the Selection Criteria – recorded on your phone is fine. Upload to an approved 3rd party service (Youtube or Dropbox) and share via URL in your cover letter. Video's sent as an attachment do not meet our cyber security requirements and will not be viewed. Or
- (ii) Max 2 Page Written Response (PDF Format)
 - Please **don't send us AI generated resumes/selection criteria** – we want to know you – **YES** we can tell – they all sound the same!
 - Submit Queries/Applications to Angela Weinert – angela@vpginc.com.au
 - Please Note - Only short-listed applicants will be contacted by VPG.

Selection Criteria:

Essential Qualifications, Skills & Experience	Desired
Qualifications in Youth Work, Community Services, Human Services or a related discipline, or currently undertaking study, and/or experience relevant to this level.	Knowledge/Experience working with children and young people facing social, school, family, and emotional challenges.
Ability to confidently engage, motivate and build positive relationships with children, young people and families.	Understanding of regional services and supports available across the region, including those related to childhood development, mental health, education, training, employment, housing, parenting and social and emotional wellbeing
Demonstrated cultural competency and the ability to work respectfully and effectively with young people, families and communities from diverse cultural backgrounds.	Personal qualities of empathy, imagination, innovation, resilience and optimism.
Demonstrated proficiency in digital technologies, with strong organizational and administrative skills	Flexibility to adapt to different workspaces, stakeholder expectations, and varying programs.
Knowledge of child protection, mandatory reporting, duty of care and risk management requirements.	Effective communication, advocacy, and interpersonal skills
Ability to support a client load, maintain records, use client management systems and meet administrative and compliance requirements.	Experience facilitating youth activities, mentoring, group programs or community engagement activities.

Advantaged Thinking

VPG uses the concept of Advantaged Thinking to direct the way we work with young people. VPG acknowledges that young people have a vital contribution to make to the social and economic life of our communities and society, and that to do so all young people should have access to the opportunities and social networks that facilitate this social and economic participation. VPG invests in building young people's abilities, harnessing them for personal as well as social good. By making a positive investment in young people, the approach focuses on developing their assets, and on co-creating solutions – real jobs, real education and real community connections – to enable them to achieve independent adulthood.