

Community Connections (CLA Inc.) is seeking a **School Based Social Worker** to be based in a state high school in the inner northern Brisbane suburbs. The position is funded for 6.6 hours a week (1 day), with an additional 2 hours for participation in team meetings. This is a casual position commencing March 2020. The minimum qualification for this position is a Bachelor of Social Work.

This is an exciting opportunity for someone with the skills and passion to support young people and their families with their social and emotional skills within a dynamic school community. You will receive monthly supervision from a qualified Social Worker, school holidays off work, and the opportunity to engage with a team of experienced and supportive colleagues. This is a **casual** position paid at a SCHADS level 4/5 depending on qualifications and experience.

Applications close Friday 28th February 2020, 5pm

Please find the Position Description and the Selection Criteria following.

For further inquiries please contact

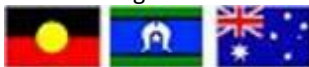
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I acknowledge the traditional owners of the land on which we live and work.



School Based Social Worker – SELECTION CRITERIA

The successful candidate will have a demonstrated ability and/or capacity to perform the tasks outlined in the selection criteria listed. Please note – it is essential to write 3/4– 1 page responses for each selection criteria (with the exception of SC7), and use examples of work that you have been involved in.

SC1 – Highly developed skills in proactive communication and relationship building with young people

SC2 - Demonstrated knowledge and understanding of trauma and attachment and how this impacts the development of young people and families.

SC3 – Demonstrated ability to work across systems including community sector and government agencies

SC4 – Demonstrated skills to work with diverse communities including ATSI, CALD and GLBT young people, families, services, and communities.

SC5 - Demonstrated ability to deal with conflict, ethical dilemmas and practice dilemmas.

SC6 - Ability to reflect on work, participate effectively as a member of a team and contribute to further development of the service.

SC7 - Eligibility for blue card; Current drivers licence and access to private vehicle for work purposes; Degree in Social Work.

The successful applicant's appointment will be subject to the 'working with children check'.

SACS Award Level 4 / 5 depending on qualifications and experience.

**Applications in writing (not hand written) to:-
reception@communityliving.org.au**

Applications close Friday 28th February 2020, 5pm

The application is to include the following:

- **A brief letter stating the position title of the vacancy and your name, address and telephone number**
- **A resume/ curriculum vitae**
- **Your response to each of the selection criteria. Applicants who do not address all selection criteria will not be considered. We suggest a one page response to each criteria (apart from SC7)**
- **The names, positions and telephone numbers of at least two (2) referees who can comment on your ability regarding the selection criteria.**

Community Connections

ROLE DESCRIPTION

SCHOOL SOCIAL WORKER

Community Connections is an early intervention service which aims to assist young people in seeking safe outcomes and gaining increased connectedness to their families and the community; and to enhance and develop a responsive network of agencies in North East Brisbane via joint service delivery, identifying gaps and working with government and community to develop solutions. The service acknowledges the diverse communities within the North East Brisbane area, and aims to be inclusive of Indigenous, Culturally and Linguistically Diverse and Lesbian, Gay, Bisexual and Transgender communities and individuals.

BACKGROUND AND PURPOSE

To support and advocate for young people who are enrolled in secondary education, and to offer individual and/or group and/or project responses to support the young person's wellbeing and development.

Target Group:

- The primary target group for the School Social Worker is the students who are enrolled in the school community/ies at which they are based, and the families/caregivers of these students.

Tasks Include:

1. Develop ways of connecting with and building a rapport with students, their families and teachers.
2. Offer flexible individual support to young people (and their families, where appropriate) to address the barriers that prevent a young person from engaging with education, or their peers.

3. Offer group and/or project responses to students or families within the school community.
4. Enhance the capacity of families, and the school community to support children/ young people to maintain their connectedness with learning, teachers and their peers.
5. Provide holistic social work support as needed by young people.
6. To participate as a member of the Community Connections Team in data collection, service documentation, evaluation and service development, and maintaining the good name of the team and CLA Inc. as the organisation.
7. Maintain case files.
8. Accurate and timely data collection, when requested by the Community Connections Team Leader.
9. Complete and submit time-sheets monthly.
10. Record and account for any work related funds advanced under authority of Community Connections Team Leader.
11. All Leave Forms (Annual Leave, Sick Leave, TOIL, and Special Leave) are to be submitted with adequate notice as per the Leave Policies and Procedures of the organisation to the Team Leader.
12. Complete reports as requested by Team Leader, Co-ordinator or Management Committee.
13. Attendance at the following meeting are mandatory:
 - a. Monthly supervision with the Team Leader or nominee
 - b. Any staff meeting or professional development days as required by CLA Inc.

Responsibilities

The position is part of a team known as Community Connections. Responsibility is to the Team Leader, who is in turn responsible to the Coordinator of the Community Living Association Inc.

Community Living Association

POLICY AND PROCEDURES

Trauma, Vicarious Trauma, Burnout and Self-Care

PREAMBLE

Work in community services and at CLA can be stressful and tiring as well as fulfilling and rewarding. The work at CLA can also involve working with people who have experienced trauma and may be experiencing trauma on a continuing basis. Work at CLA can also at times include involvement in situations where workers (paid staff) and volunteers may feel personally threatened. This happens rarely but can happen.

CLA identifies these potential not as a way of deterring people from working in the organisation but as a reality which people should be prepared for.

We encourage prospective workers, including students at CLA to reflect on their personal history of trauma and whether a) this might prevent them applying for a job at CLA or b) whether it is something they consider in their self-care plans. Prospective workers are encouraged to reflect on how they will plan for an appropriate work/life balance, monitor their sleep and self-care plans; if you are successful in being offered a position at CLA we will support you to reflect on these matters.

POLICY

CLA recognises the potential for burnout, vicarious trauma and trauma impacts of this work and will work with its workers to maintain appropriate self-care.

PROCEDURE

- Applicants for work at CLA will receive a copy of this policy and procedure as part of the Application Pack – included in Recruitment Checklist.
- Interview processes will include questions related to potential for exposure to vicarious trauma and trauma.
- This policy will be included in Induction Checklist.
- Supervision will include checking with workers on self-care plans and strategies. This will be written into every supervision agreement. (See Supervision Agreement)
- Workers are encouraged to consult resource material on burnout/vicarious trauma and trauma/self-care and sleep hygiene. (See Related Documents)
- Team Leaders and workers are reminded that if there are concerns about worker safety then safety plans need to be established. (See Section 4.3 Outreach Worker Safety Policy)
- It is not an expression of personal failure for workers to experience fatigue, apprehension or distress. It can be a natural reaction to stresses on the job. We encourage workers to be open about these feelings with their supervisor.

- Where workers are experiencing negative impact due to the work, team leaders will engage with them around remedial actions. These may include: self-care plans, safety plans, counselling, critical incident responses, disengagement from certain situations.

RELATED DOCUMENTS

- 10 Phrases you hear in resilient families - <S:\Publications, Community Education and Research\Research Articles, resources\Self Care\10 phrases you hear in resilient families.docx>
- 10 Reasons You Should Stop Working Long Hours Today - <S:\Publications, Community Education and Research\Research Articles, resources\Self Care\10 Reasons You Should Stop Working Long Hours Today.docx>
- Self Care Plans and Well Being Scales - <S:\Publications, Community Education and Research\Research Articles, resources\Self Care\self care plans and well being scales.pdf>
- SMART Selfcare Template - <S:\Publications, Community Education and Research\Research Articles, resources\Self Care\SMART self care template.pdf>
- Top Up Sheet - <S:\Publications, Community Education and Research\Research Articles, resources\Self Care\Top Up Sheet - Healthy Mind Platter.pdf>
- Vicarious Trauma - <S:\Publications, Community Education and Research\Research Articles, resources\Self Care\vicarious trauma.pdf>
- What About You A Workbook For Those Who Work With Others - <S:\Publications, Community Education and Research\Research Articles, resources\Self Care\What About You A Workbook For Those Who Work WithOthers.pdf>
- 10 Resilience and Bounce Back - <S:\Publications, Community Education and Research\Research Articles, resources\Self Care\10 resilience and bounce back.pdf>