



**IMMANUEL LUTHERAN COLLEGE**

POSITION DESCRIPTION

**YOUTH WORKER**



## Position Details

Position title	Youth Worker
Reports to	Directors of Wellbeing (P-12)
Salary & Conditions	Queensland Lutheran Schools Single Enterprise Agreement 2020
Type of Appointment	Term time permanent

## Role

The role of the Youth Worker is to mentor students to assist with their development into adulthood by providing appropriate assistance to support their social, emotional, and spiritual wellbeing, with a particular focus on the transition of students from primary school to secondary school during key developmental stages.

This position is term time only, with a commitment of 38 hours per week. As a term time position, work is required during the school terms inclusive of Staff Professional Development Days as outlined in the College Calendar.

## Relationships and Authority

This person reports to the Directors of Wellbeing (P-12) and works closely with the Chaplain and other members of the

## Responsibilities

The Youth Worker is responsible for:

- Providing a 'front line' level of pastoral care support and referral for students to enhance their emotional, physical, spiritual, psychological, and social needs.
- Fostering a mentorship model for senior students to engage with upper primary and junior secondary students
- Being approachable and available to students during recess and lunch breaks and out of classroom activities, as well as being involved in classes as negotiated with teaching staff.
- Developing and implementing lunch time programmes aimed at nurturing relationships and meeting specific needs of students.
- Attending and actively contributing to camps, excursions, sporting events and other extra-curricular events where appropriate and required.
- Promote and support service learning and social justice activities across the College.
- In conjunction with key pastoral staff, initiate and coordinate the engagement of guest speakers/artists aligned with the enhancement of student wellbeing.



- Collaborating with other youth workers serving in similar educational settings to develop and further the impact of the role within the College.

## Skills and Experience Requirements

The Youth Worker requires:

- Demonstrated experience, skills, and knowledge with working with students with trauma histories and/or are 'at risk' of being disenfranchised from school (desired).
- Experience in effective case management and facilitation (desired).
- Experience working with people from diverse backgrounds.
- Excellent verbal and written communication skills.
- Ability to manage competing priorities.
- An understanding of trauma, mental health, and social and emotional development.
- Capacity to make sound professional judgements with some autonomy.
- Experience with leading large groups of students in a range of formats.

## Personal Quality Requirements

- Demonstrated ability to authentically engage young people and where appropriate, their families, in cooperative, goal directed working relationships to overcome identified issues.
- Well-developed active listening skills.
- A demonstrable commitment to the values and ethos of the College.

## Qualification Requirements

Minimum of Diploma level qualifications in community/youth services, education or similar discipline or minimum Certificate qualifications and/or extensive experience.

## General Information

All staff are required to:

- possess Queensland College of Teachers Registration (QCT Registration) or a Queensland Blue Card.
- embrace the Christian ethos of the College.
- adhere to and maintain professional standards.
- work as a member of a team.
- contribute to the health and safety of students and staff.
- actively participate in professional development and networking.
- comply with professional legislated mandatory reporting requirements.



- ensure that all decisions, pertaining to their role at the College, are made in line with legislations and College Policies and Procedures as outlined in the Staff Handbook.
- Exhibit personal behaviour reflective of the ethos and Mission Statement of the College.
- Actively participate in College performance and development cycle.
- Attend all meetings as required.
- Maintain high collaborative work practices as a member of teams across the College to ensure the best possible outcomes for the students.
- Participate in the College's program for spiritual and pastoral care and various other duties.

### **Commitment to Child Safety**

Immanuel Lutheran College is committed to the safety and wellbeing of all children, including those under the care and supervision of the College. The College recognises the importance of, and its responsibility for, ensuring a safe and supportive environment that respects the rights of children and fosters their enrichment and wellbeing. Immanuel Lutheran College's approach to creating and maintaining a child-safe environment is guided by the core belief that every child deserves the opportunity to flourish and the whole person is the whole point, and this can only be achieved if its students feel safe and are empowered to participate in decisions which affect their lives. Immanuel Lutheran College's robust human resources, recruitment and vetting practices are strictly adhered to during the application and interviewing process. Applicants must familiarise themselves with Immanuel Lutheran College's Child Protection Policy and Code of Conduct Policy (College Community) available on our website. Immanuel Lutheran has zero tolerance for child abuse in any form.

### **Further Information**

Further information about this position is available from [employment@immanuel.qld.edu.au](mailto:employment@immanuel.qld.edu.au)

*This position description was prepared on 12 May 2023.*