

THE GENDER CENTRE

Position Description

Family & Youth Services

Contract position 12 months

POSITION TITLE

Mental Health Social worker Family's & Youth

AWARD TITLE:

Social Community, Home Care & Disability Services Industry Award 2010

CLASSIFICATION

Level 4 pay-point 4 level \$40.39 depending on experience and qualifications

CLIENT TARGET GROUP

Parents/Carers of Transgender, Gender Diverse and gender questioning youth
And Transgender Parents

REPORT TO

Executive Director & Programs Manager

LOCATION

Annandale

HOURS OF WORK

Full Time

ABOUT THE GENDER CENTRE POSITION

The Gender Centre is a not-for-profit service provider funded by the Department of Community and Justice, Sydney Local Area Health, Central and Eastern Primary Health Network and Link Housing

The organisation provides an extensive range of services to the transgender and gender expressive community.

We provide Gender Affirming psychosocial care and support to trans and gender expressive people at every stage of their journey as they explore their authentic sense of self.

This includes for some of our clients transition support (pre, -mid-and post transition). The Center continues to work as the leading frontline, service provider to this community and their families

The Gender Centre provides services across four domains

- **Psychosocial supports and wellbeing**
- **Health**
- **Homelessness**
- **Education**

The team at the Gender Centre is composed of members with varied but complimentary experience, qualifications, and skills that contribute to the achievement of the centres specific objectives, goals and client outcomes. Our team consists of caseworkers, counsellors, psychologists, speech pathologist, social workers students, volunteers and outreach workers.

POSITION BRIEF

The Families & Youth Mental Health Social worker provides early intervention and wrap around mental health services to parent/s carers and young people requiring support regarding their transgender or gender expressive family member.

This role is responsible for the provision of comprehensive; evidence based clinical care coordination, which includes delivering assistance to families to help them navigate a range of social services- from education to healthcare, as well as supporting families and youth experiencing complex issues through assertive outreach, case management and group work which underpins this model of service

KEY RESPONSIBILITIES

- Provide direct coordinated social work care and support to families & youth, including development and implantation of individual case plans based on the assessment of need. As well as the monitoring and regular reviews of goals and actions in these case plans.
- In collaboration with families, undertake quality family assessments, safety plans, goals and interventions to ensure safety and wellbeing of all family members and empower them towards positive change
- Work In consultation with parents, the senior programs manager, and other significant stakeholders;
- Ensure that individuals are valued and respected and that care initiatives aim to promote healthy interaction with parents and recognise youth independence and client self-determination.
- Coordinate and participate in case conferences and interagency meetings in a collaborative and consultative manner.
- Liaise with parents and psychologists to refer young people to community and specialist providers and programs if required
- Collaborate with parents and the multidisciplinary team at the Gender Centre to gain skills and knowledge that will benefit the healthy growth and progress of their youth. Establishing linkages with appropriate community agencies and supports
- Promote the group work programs of the Gender Centre : liaising with the relevant facilitators when a new participant is joining the group
- Promote the GC and advocate for service options for the target group, in the wider community, through sound working relationships with service provider networks, schools and the broader service system.
- Assist with administrative functions, including maintenance of client database RediCase system and funding reporting requirements
- Participate in the professional support and development of the service and maintain own professional knowledge and skills.
- In conjunction with other team members, be responsible for ongoing development and evaluation of program practice, ensuring continuous quality improvement and compliance with the relevant standards.

- Maintain a safe work practice in accordance with Workplace Health and Safety legislation and the Gender Centre.

REPORTING RELATIONSHIPS

The Family / Youth Mental Health Social Worker will report to the Senior Programmes Manager TGC's Executive Director and will work collaboratively with the GC team.

POSITION DIMENSIONS

- Receives strategic direction from the GC Director and Programs Manager
- Operates within GC philosophies, objectives, policies and procedures
- Works within the law and conducts themselves in a professional and ethical way
- Refers matters not within position dimensions to the Programs Manager

INCUMBENT SPECIFICATION

These are the essential qualities and skills the incumbent should possess. They are not the essential criteria for the position but an overview of the functional requirements of the position. Please note that this position is part of a team and will work closely with other GC Caseworkers.

General

The Youth and Family Worker will come to the position with knowledge about gender expressive youth.

(a) Community Resources

General knowledge of the local service system and more generally government and non-government services that is relevant for the target group. These would include health, education, child protection, counselling and family support.

(b) Cross cultural and Indigenous issues

It is important to have an understanding of the issues that impact on minority groups in the community and how that can disadvantage individuals. Cross-cultural understanding is essential for the role

(c) Transgender and gender diversity

Knowledge of the impact that transgender and gender expressive exclusion and discrimination has on families and young people is essential. This includes physical, emotional, and psychological effects. A commitment to strengths-based trauma-informed practice which is youth and family focused and promotes informed choice and self-determination is fundamental.

(d) Trauma

An understanding of the social and emotional development impacts of trauma through exposure to exclusion and discrimination.

(e) Needs of youth

Knowledge of the needs of youth to ensure the safety, security and appropriate support for families and their child

(f) Child Protection

As GC is a mandatory reporter of child abuse and neglect it is essential that all staff have knowledge of risk factors and indicators of child abuse and neglect which includes physical, sexual and emotional abuse.

POSITION CRITERIA

Essential

1. Approved qualifications in Social Work - Mental Health with full registration with APRA
2. Current First Aid certificate or willingness to obtain.
3. A minimum of 2 years' experience working with families and youth.
4. Demonstrated ability to collaboratively plan and coordinate a comprehensive bio-psycho-social approach and interventions to meet the needs of clients
5. Demonstrated ability to collaboratively plan and deliver individualised psychological interventions to meet the needs of consumers based on a case formulation approach
6. A good knowledge of the issues effecting transgender and gender expressive people
7. Demonstrated understanding of trauma and how this impacts mental health & wellbeing.
8. Demonstrated understanding and experience of trauma on youth development, attachment and the parent-child relationship.
9. A high level of knowledge and understanding of the principals and practice of case management/case work
10. Ability to identify and assess significant risk of harm and enact mandatory reporting responsibilities.
11. Competency in cultural sensitive practice.
12. Ability to work collaboratively and co-case manage with other agencies.
13. Ability to work effectively in a team, and autonomously
14. Computer literacy in MS Word products.
15. Current drivers Licence, current working with children check and national criminal record clearance

Desirable

1. Skills and understanding of how to facilitate group work and community education and other capacity-building workshops and programs for families and youth.
2. Experience in the non-for-profit sector