

POSITION DESCRIPTION

Position Title	Young Women's Support Worker (Female identifying individuals only to apply)		
Program Division	Strengthening Communities		
Team Area	Resourcing Health & Education in the Sex Industry (RhED)		
Position number	VAC0618		
Classification Grade & Level	Social Worker Class 2 Level dependent upon experience The Equivalent Classification under the <i>Social, Community, Home Care and Disability Services Industry Award 2010</i> is Social and Community Services Level 5 ,		
Enterprise Agreement or Award applicable	COMMUNITY HEALTH CENTRE (STAND ALONE SERVICES) SOCIAL AND COMMUNITY SERVICE EMPLOYEES MULTI ENTERPRISE AGREEMENT 2017		
Employment details	<input checked="" type="checkbox"/> Full-time 1.0 FTE	<input type="checkbox"/> Part-time FTE 0.6 [e.g. 0.4]	<input type="checkbox"/> Casual
	AND		
	<input checked="" type="checkbox"/> Permanent on-going	<input type="checkbox"/> Fixed Term	
		Fixed term reason: <input type="checkbox"/> Parental Leave Replacement <input type="checkbox"/> Specific Project or Purpose	
Position reports to	Support & Advocacy Coordinator RhED		
Ordinary location(s)	This position will be based at Star Health's St Kilda sites. From time to time the incumbent may be requested to work from or be based at other Star Health centres.		
Closing Date	Thursday 11 th July 2019 at 5pm		
Recruitment contact	Email: recruit@Starhealth.org.au		

Star Health

Star Health is a provider of health and support services in Victoria. Encompassing six main and five satellite locations, over 300 staff work in multi-disciplinary teams to deliver health outcomes. It is a responsive and agile community health service, providing a wide range of healthcare and welfare services for all members of the community.

Star Health provides services spanning all periods of life including specialist childhood, youth and aged care services. In achieving its vision of **health and wellbeing for all**, Star Health is guided by our distinct service principles which include working with people and communities to achieve their health goals, understanding the context in which people live their lives, providing friendly, affordable, joined up services with a no wrong door approach.

Website Information: <http://www.starhealth.org.au/>

Star Health offers a comprehensive and industry leading suite of Employee Benefits
See <https://www.starhealth.org.au/careers/employee-benefits/> for information.

Purpose of Position

This position sits within the RhED (Resourcing health and Education in the sex industry) program, which is part of the Strengthening Communities unit at Star Health. Resourcing health & Education (RhED) is a specialist service for the sex industry in Victoria. RhED is comprised of a number of programs with diverse multi-disciplinary services. The program provides the following key outreach and centre-based services:

- Health education and support
- Hustling to Health (H2H) program (Friday night drop in service for street-based sex workers)
- Arrest Referral Program
- Pathways Program
- **Young Women's Support Program**
- Counselling service

The Young Women's Support Worker position is funded under the Specialist Homelessness Services (SHS) and sits within the Resourcing Health Education in the Sex Industry (RhED) team.

The Young Women's Support Worker provides intensive and specialist case management support services to identifying young women between the ages of 15-25 who reside in low cost housing, are homeless, at risk of homelessness and/or are working in the sex industry in the City of Port Phillip. The program works with complex care needs clients in a variety of settings - for example, in supported accommodation, at Star Health centres, and at community agencies. The Young Women's Support Worker also works with other workers at Star Health in service delivery, secondary consultation, health promotion, as well as making and receiving referrals from these programs. In addition, the worker engages in assertive outreach with the target group who may not readily access centre-based services.

The position provides and or facilitates coordinated access to housing, support and health services by advocating for the target group by identifying and addressing barriers that prevent access to housing and key services. The position provides information and support through a harm minimization approach and requires the incumbent to actively participate in relevant forums to provide holistic and cross-sectoral service delivery.

This position will require the incumbent to perform some after hours work by contributing to the late-night outreach roster and staffing the Hustling to Health Friday night drop in service.

Key Responsibilities

Client-related responsibilities:

- Provide intensive case management to approximately 12 young identifying women in a range of settings.
- To advocate for the target group, identifying and addressing barriers and facilitating support service provision through referrals/linkages in areas of:
 - Housing services
 - Alcohol and drug services
 - Health, welfare, family and counselling, legal, financial and other key services
 - Educational, social and recreational options
 - Employment, training and vocational skills
- Facilitate the development of practical living skills to assist with long-term permanent housing
- Work independently to provide assertive outreach services to the target group, assuming responsibility for practice decisions and accountability to program and organisational policies
- Provide and/or facilitate health promotion services to the target group
- Provide education regarding harm minimisation strategies as relevant; and actively encourage the use of harm

minimisation equipment - such as condoms, lube, clean and safe injecting drug equipment

- Assist with and/or respond to, the immediate needs of the target group who present in crisis and/or emergency situations; or whom are encountered during opportunistic outreach work
- Provide intensive case management to the target group in reference to and accordance with legislative regulatory requirements
- Contribute to the development, implementation, evaluation and review of the program
- Ensure annual target of 48 individual episodes of care are met, and
- Maintain accurate client and program records and statistics as required

Network and Liaison:

- Provide secondary consultations to external stakeholders and networks.
- Represent organisational goals and vision and functional responsibilities with broader local and state committees
- Develop and maintain strong working partnerships with other key service providers, including:
 - Liaise and consult with service providers from other Star Health programs to facilitate primary care services to the target group
 - Liaise and consult with a range of clinical, community groups and agencies to improve the provision and co-ordination of a broad range of housing, health and welfare services
 - Liaise and consult with relevant housing services.
- Develop and maintain information and education resources with regard to the target group for service providers from Star Health program areas and the broader community

Key Capabilities

- Conflict resolution knowledge and ability to assess conflict confidently and apply sound judgement within organisational policies
- Influence and negotiation – Able to utilise skills to effectively build rapport with staff, clients and external partnerships

Qualifications [Post-Secondary/Vocational; Undergraduate or Postgraduate degree(s)]

Essential	Relevant tertiary qualifications in social work or equivalent.
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Desirable	Lived sex work experience
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Experience [Industry sector, field of practice]

Essential	Victorian Drivers Licence
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Key selection criteria – Essential

Knowledge and skills	<ul style="list-style-type: none"> • Female only identified (As per special measures as part of the Equal Opportunity Act 2010). • Knowledge and understanding of the issues and needs of young women 15 - 25 years of age with complex care needs who reside in low cost housing, are homeless, at risk of homelessness and/or are working in the sex industry • Demonstrated experience in the provision of case work and case management, particularly with marginalised young women with complex care needs • Knowledge of the principles of prevention, harm minimisation and public health • Demonstrated understanding of service system relevant to the target group • Knowledge and understanding of the principles of health promotion
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	<ul style="list-style-type: none"> • Knowledge and understanding of the principles of crisis intervention; and experience in responding to crisis situations such as sexual assault and other forms of assault and violence • Highly developed skills in the areas of assessment, intervention and risk management, including safety plans • Highly developed interpersonal, communication and negotiation skills • Ability to work effectively under limited supervision and as part of an outreach team • Sound organisational, analytical and time management skills • Understanding of and commitment to the Social Model of Health <p>Desirable</p> <ul style="list-style-type: none"> • Proficiency in a community language • Experience in working with a variety of cultures, including the use of interpreters • Knowledge of the Residential Tenancies Act, Victorian homelessness services and related housing options for young women • A broad knowledge of community, government legislation and resources available for the sex industry in Victoria, nationally and globally • Commitment to the sex workers' rights movement and social justice • At least one year's experience working in a community setting
Protecting babies, children and young people from child abuse and neglect is integral to the work at STAR	
Protecting Children Policy Information	<ul style="list-style-type: none"> • Star Health has zero tolerance of child abuse. Protecting babies, children and young people from child abuse and neglect is integral to the provision of health services to this group and their families, and is a core responsibility for all Star Health staff.
Organisational Responsibilities	
Personal qualities	<ul style="list-style-type: none"> • Resilience - Demonstrates perseverance in achieving objectives and copes effectively with setbacks and problems. • Initiative & Accountability - Takes responsibility for actions and proactively implements work plan and addresses issues. • Empathy and Cultural Awareness - Demonstrates an interest in and an appreciation of a range of different cultures and actively seeks to understand and effectively address the issues and views of others. • Continuous Quality Improvement - Identify continuous quality improvement opportunities and act upon when/where relevant
Other Licence(s)	Unrestricted Victorian Driver Licence (or equivalent)

Important information

- Star Health is committed to providing and maintaining a working environment which is safe and without risk to the health of its employees. The organisation is a smoke-free workplace.
- Star Health's usual hours of operation are from 8:00am to 8:00pm Monday to Friday, specific hours of work will be determined in accordance with operational requirements and contained in the Contract of Employment.
- Your Letter of Offer may state you will be based at a particular Star Health site, however it is expected that you will be required to work at different locations in the greater metropolitan area of Melbourne
- Offers of employment are contingent upon:

- A successful reference check (all positions);
- Non-adverse Criminal Record check (all positions);
- Fitness for Work medical examination (specific positions);
- Holding and maintaining a valid 'Working with Children Check' (all positions)
- Undertake a DHHS Disability Exclusion Worker Check (specific positions)

Star Health is an equal opportunity employer and encourages people with disabilities and individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and LGBTI+ community to apply.

Some roles may require candidates to undertake psychometric testing prior to appointment.

Salary Packaging Information

- Star Health currently has two types of Salary Packaging:
 - General salary packaging of \$15,900 per FBT year
 - Meal Entertainment/Facility leasing of \$2,550 per FBT year

Salary Packaging is optional and may have considerable tax benefits depending upon personal circumstances.

AUTHORISATION

Person who completed and authorises this Position Description	Position Title:	Support & Advocacy Coordinator
	Program / Division:	RhED/Strengthening Communities