

Child and Youth Worker

Department for Child Protection

*Nurturing happy, healthy kids so they
can grow up safe and reach their full potential.*

CLASSIFICATION:	RCW3	DIRECTORATE:	Out of Home Care
REPORTS TO:	Supervisor/Senior Child and Youth Worker	FTE:	1.0
ROLES REPORTING TO THIS ROLE:	Nil		

ABOUT THIS ROLE:

The Child and Youth Worker provides residential-based programs and services which facilitate the daily care and development of children and young people residing in the department's residential facilities. The work is highly important and meaningful and includes contributing to developing the social and living skills of children and young people in residential care in order to facilitate their effective transition into the community and/or reunification or reconnection with their families, family-based care providers or other suitable care options as determined by their case plan. The role is responsible for contributing to assessing the individual needs of children and young people as well as maintaining appropriate levels of safety and supervision of children and young people within the residential care setting as well as within the community. The role requires demonstrated cultural awareness, a commitment to reconciliation, and anti-racism practice (RAP), ensuring engagement with Aboriginal and Torres Strait Islander families, and culturally and linguistically diverse communities, is respectful, inclusive, and strengths-based. Staff are expected to embed these principles in all aspects of service delivery, decision making, and everyday interactions with children, young people, and their families.

YOU WILL BE ADDING VALUE BY:

1. Provide a safe, secure and nurturing environment and day to day care for children and young people up to the age of 18 years-old that ensures that their physical, emotional, social and cultural wellbeing is aligned with legislation and organisational policy, procedures and guidelines.
2. Provide appropriate direction to, and supervision of, children and young people whilst building appropriate relationships and maintaining appropriate professional boundaries.
3. Recognise and maintain the rights of children and young people and maintain a 'child focus' through the consideration of a young person's wishes and opinions in decisions that affect their life.
4. Provide care, guidance, support and supervision of children and young people in a reasonable, age and developmentally appropriate manner whilst protecting children and young people from harm and exploitation.
5. Provide a well-balanced, aged appropriate, nutritional diet for children and young people including the preparation and cooking of meals (including appropriate nutritional care for babies and toddlers).
6. Perform household duties such as but not limited to laundry, household and vehicle cleaning, dishwashing, and changing of linen.
7. Provide support to children and young people, including those with a disability, from a diverse cultural background and from all religious and language groups.
10. Ensure that children and young people have opportunities to experience education, training and development, as well as opportunities for social, sporting and cultural activities.
11. Keep written and digital records including daily observations and information about the individual needs, activities and daily presentation of children and young people aligned with legislation requirements, procedures, guidelines and work instructions.
12. Comply with legislation or organisation procedures with respect to mandatory reporting.
13. Maintain a commitment to professional and practice learning, through adherence, understanding and demonstration of the Residential Care Service Principles and its therapeutic models, procedures and guidelines.
14. Liaise in a professional manner with other service providers within the Department, in other agencies and in the non-government sector as directed, to arrange the access of children and young people to appropriate services.
15. Work as part of a team, providing support to other Child and Youth Workers and other professionals in implementing daily care as well as a range of programs with children and young people and promote positive relationships with parents/guardians, other members of the children or young people's family and significant others.
16. Provide timely and accurate client information to non-government organisations, DCP offices and other agencies as appropriate and aligned with legislation requirements.



8. Embed anti-racism practices, demonstrate respect for cultural identity, and actively promote inclusion and equity within all interactions.
9. Provide culturally safe and responsive care environments where active efforts are made to ensure Aboriginal and Torres Strait Islander children and young people are supported at every opportunity to connect with their family, country and community and to celebrate and learn about their culture.
17. Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards, and injuries in accordance with DCP policy & procedure and cooperating and complying with reasonable instructions of DCP line management and WHS Officers.

WHO YOU WILL WORK WITH:

- Supervisor (direct line manager)
- Manager, Residential Care
- Child and Youth Workers and Child and Youth Support Workers
- Residential Care Staff
- Department for Child Protection (DCP) staff
- Other government and non-government organisations
- Parents and carers where appropriate

QUALIFICATIONS:

Essential:

- Hold a CHC40313 - Certificate IV in Child, Youth and Family Intervention or related discipline is highly desirable or,
- Be required to complete this qualification with an approved DCP training provider within twelve months of commencing employment.
- Hold a current HLTAID004 – Provide Emergency First Aid in an Education Care Setting Unit of Competency.
- Required to maintain a satisfactory psychological suitability assessment to work with children and young people during employment.
- A current Australian driver’s licence (P2 or above) is essential.

YOUR CAPABILITIES:

- Demonstrated ability to work unsupervised with vulnerable children and young people acting as a positive role model in line with legislation, policy and procedures.
- Demonstrated ability to remain calm, act decisively and solve problems using sound judgement to maintain the safety and wellbeing of children and young people.
- Ability to listen, show empathy and build the trust of vulnerable children and young people in care.
- Demonstrated ability to be flexible and innovative in your approach, taking into account the impact of trauma and abuse on child attachment and behaviour.
- Demonstrated ability to apply culturally sensitive child protection practice for Aboriginal and Torres Strait Islander people, and people from culturally and linguistically diverse backgrounds.
- Demonstrated awareness of the harmful impacts of colonisation on Aboriginal and Torres Strait Islander Peoples, understanding of intergenerational trauma and commitment to improving outcomes for Aboriginal children and families.
- Ability to embed principles of Reconciliation and anti-racism into everyday practice and decision-making, fostering inclusive and culturally safe environments.
- Ability to provide guidance and support to team members to achieve good outcomes.
- Ability to use a computer and ICT systems required for the role.
- High level interpersonal skills and the ability to communicate effectively both verbally and in writing with a range of people from diverse professional backgrounds.
- Relevant experience in working with vulnerable children and/or young people in a residential or related care setting, including building relationships through effective communication.
- Experience in developing, evaluating and participating in programs/projects for young people on an individual or group basis, incorporating knowledge of Child and Adolescent Development.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment.



OUR COLLECTIVE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Understand and follow the requirements of confidentiality within the *Children and Young People (Safety) Act 2017*, and whole of government and DCP policies, procedures and practice guidance to facilitate appropriate standards of confidentiality and information sharing practice.
- Actively participate in performance development processes.
- Comply with reporting obligations arising from legislation, professional conduct standards including the Code of Ethics for the South Australian Public Sector, and departmental policies, procedures and practice guidance.
- Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.
- Actively contribute to Reconciliation, and to the aims and objectives of the Aboriginal & Torres Strait Islander Child Placement Principle.
- Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.
- Maintain the Program Standards of White Ribbon Reaccreditation.
- Actively support DCP's commitment to ensuring a workplace culture that is respectful, safe and inclusive where our employees are free from discrimination and are recognised for the individual and collective skills and perspectives that they bring by virtue of culture, race, gender, disability, age, sexual orientation, gender identity, intersex status and other differences.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.

SPECIAL CONDITIONS

- You must have, or gain, a current Department of Human Services working with children check prior to being employed and renew this every five years before expiry.
- You must be an Australian resident or provide evidence that you have a current work permit.
- You will need to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.
- The incumbent is required to participate in psychological assessments of a kind determined by the Chief Executive as and when required by the Chief Executive.
- The incumbent will be required to undertake relevant aptitude and a medical assessment to ensure suitability for the role.
- Successful candidates who do not hold the required qualification (CHC40313 – Certificate IV in Child, Youth & Family Intervention), will be required to complete this qualification with an approved DCP training provider within twelve months of commencing employment.
- Training will be undertaken during paid time, however some out of hours study will be required.
- Must have the appropriate physical capability to manage children and young people in crisis.
- Will be required to undertake physical aspects of maintaining a household and child management including lifting and carrying babies or small children as well as applying certified physical interventions.
- The incumbent may be assigned to other duties and/or another location at this remuneration level or its equivalent, and the work may involve children at any age from birth to 18 years.
- Inter and intra-state travel may be required.
- Required to undertake shift work over 24 hours on a rostered basis including nights, weekends and Public Holidays. Penalty rates apply for weekend, public holiday and shift work.
- A current Australian driver's licence (P2 or above) and a willingness to drive is essential.



YOU WILL CONTRIBUTE TO



OUR VISION is for all children and young people to grow up safe, healthy, connected and feeling loved so they reach their full potential.



OUR PURPOSE: The Department for Child Protection protects, cares for and empowers children and young people at risk and in care. We do this by working together with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their full potential.



Leaders in practice excellence

Staff in all parts of child protection develop and use best practice in their work to deliver improved outcomes for children, young people, carers, and families.



Closing the Gap

We commit to a transformed child protection system that makes active efforts and where Aboriginal people and communities are empowered to lead decision making about the care and wellbeing of Aboriginal children and young people.



A child protection system that meets the needs of children and young people

We commission and deliver services based on a deep understanding of the needs of children and young people in care and our aspirations for them to heal from trauma and reach their full potential.



A thriving workforce

We are future focused in our workforce strategy, supporting and valuing our staff, proactively recruiting, and establishing sustainable systems, processes and workplaces that enable us to be highly effective.



Active and collaborative partnerships

We work together with our service partners and alongside the community to improve outcomes for children, young people, carers, and families.



Working alongside carers

We respect and value carers as vital partners in keeping children and young people safe and well.



Quality services and safeguarding

We are accountable and transparent, and pursue continuous improvements to promote the safety and wellbeing of children and young people throughout the services we fund and provide.

CERTIFIED CORRECT: April 2026



Government of South Australia
Department for Child Protection