**Youth Justice Social Worker – Alice Springs**

**Role Description**

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| Position Title | Youth Justice Social Worker  |
| Salary | PSO5.1 – PSO5.4: $93,136 – $99,813.00 |
| FTE | Full time 38 hours per week  |
| Location | Alice Springs  |
| Commencement | ASAP  |
| Completion | Ongoing |
| Reports to | Managing Lawyer – Youth (Alice Springs) |
| Applications Close | 1 July 2024 |

**About NAAJA:**

The North Australian Aboriginal Justice Agency Ltd (NAAJA) provides legal assistance and justice services for Aboriginal and Torres Strait Islander people in the Northern Territory. We have offices in Darwin, Palmerston, Katherine, Tennant Creek and Alice Springs. We are recognised as a leading legal service and have received national and local human rights and crime prevention awards for our work.

NAAJA’s legal practice is the largest in the Northern Territory, providing high quality, culturally proficient and accessible advice, casework and court advocacy in both criminal and civil law. NAAJA particularly seeks to achieve social justice for Aboriginal and Torres Strait Islander people through strategic litigation, law reform and education.

The criminal law practice in the Alice Springs office consists of criminal solicitors working in the areas of youth, summary, indictable and appellate crime, supported by administrative and client service staff who play a vital role in ensuring the provision of effective legal services to our clients.

* Flexible working arrangements
* Salary Packaging options
* Leave Entitlements

**Position Overview**

The position is part of NAAJA’s specialist Youth Justice Team in its Criminal Law Section in Alice Springs. The Youth Justice Support Worker works collaboratively with the lawyers in the provision of services to NAAJA clients appearing before the Youth Justice Court.

The youth justice social worker role will also support NAAJA to ensure the delivery of a culturally appropriate and safe service that is responsive to the rights of young Aboriginal people. Taking a client-centric approach to practice, the social worker will work in collaboration with the young person’s lawyer and wider support systems to support them to identify and strive to address factors contributing to their offending behaviour.

The role includes conducting assessments and obtaining personal background information, liaising with the young person’s family, community, and natural support networks, making referrals to external service providers, and in collaboration with the lawyer preparing bail and sentencing plans that alleviate any risk concerns that the court may have. Some of the concerns that may need to be addressed include accommodation, employment support, education, alcohol and drug issues, mental health and mental impairment (including foetal alcohol spectrum disorder or acquired brain injury), hearing impairment, family disharmony and exposure to domestic and family violence. An important part of the role will also involve developing strong working relationships with external and statutory service providers and using these relationships to advocate for adequate supports for the YP and their family.

The Youth Justice Support Worker will be a highly motivated and well-organised person who has a working understanding of Aboriginal culture and an ability to work in a multi-disciplinary team.

Aboriginal and Torres Strait Islander people are encouraged to apply.

**Duties**

1. Conduct assessments to ascertain any unmet psycho-social needs of mental health clients and facilitate and be responsible for following up supported referrals. This includes obtaining relevant information about the client to provide to internal and external service providers.
2. Work in collaboration with lawyers in the development and implementation of bail and sentencing plans for young people appearing before the Youth Justice Court and Supreme Court. Liaise with other agencies and service providers including Territory families, Alice Springs Youth Detention Centre (ASYDC) Staff and Don Dale Youth Detention Centre (DDYDC), Danila Dilba, service providers from Back on Track, NDIA/ NDIS service providers, NAAJA Throughcare and the young person’s family and natural supports, when preparing these plans.
3. Promote, attend, and proactively engage in networking. Maintain strong relationships and work collaboratively with key stakeholders.
4. When necessary, provide welfare checks and court support to young people facing criminal charges and periods of detention.
5. Undertake risk assessments in a manner that is appropriate to NAAJA’s clients, considering a young person’s dignity of risk.
6. Subject to priorities, provide support and assistance to young people post-release from ASYDC and DDYDC including working with the young person’s natural networks to develop plans to support the client in accessing support services such as accommodation, mental health support and NDIS.
7. Subject to priorities, provide case management through individual case planning where appropriate.
8. Develop and maintain procedures for the role. Practice appropriate file management and record relevant data for statistical and funding purposes and use this information to report on project outcomes.
9. Advocate on behalf of clients to facilitate access to external services and supports.
10. Identify service gaps and needs, and contribute to relevant policy development, law reform, community education and training.
11. Assist young people to engage with diversion, conferencing, restitution, and engagement in community work.
12. Other duties as directed.

**Selection Criteria (Essential)**

1. Relevant qualifications in Social Work that meets membership eligibility requirements of the Australian Association of Social Workers and meets AASW criteria for the provision of clinical social work supervision.
2. A working understanding of the legal system in the Northern Territory and how it relates to Aboriginal and Torres Strait Islander people, especially the key factors driving the overrepresentation of Aboriginal and Torres Strait Islander young people in the youth justice system.
3. Demonstrated awareness and understanding of Aboriginal culture and proven experience in working effectively with clients and families/carers of diverse cultural and social backgrounds.
4. Well-developed communication, interpersonal skills, negotiation, and conflict management skills, with experience working in a team environment to achieve positive client outcomes; with a particular capacity to communicate effectively with Aboriginal and Torres Strait Islander people and young people.
5. Proven ability to manage a high-volume workload efficiently and effectively with limited supervision, and ability to manage time and meet deadlines.
6. Experience/demonstrated ability in office procedures including words processing, file management, data management and reporting.
7. Skills/experience in liaising with other agencies, developing networks and contact in other associated services such as emergency housing, rehabilitation, education and Territory Families.
8. Ability to work with limited supervision, effectively manage time and meet deadlines.
9. Ability to obtain a satisfactory “Working with Children Clearance” (Ochre Card) upon commencement.
10. A current ‘C’ Class driving licence.
11. Availability to travel to remote communities to attend bush courts if required.
12. Satisfactory criminal history check and no history of disqualification from employment by a legal practice.

***Please note: applicants for this position must address the selection criteria in their written application.***