



North Australian Aboriginal Justice Agency

Freecall 1800 898 251 ABN 63 118 017 842 Email mail@naaja.org.au

Duty Statement

POSITION: SENIOR YOUTH JUSTICE WORKER

LOCATION: ALICE SPRINGS

POSITION OVERVIEW

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 Throughcare aims to reduce repeat offending by supporting Aboriginal and Torres Strait people in prison and youth detention through the delivery of strengths-based pre and post release service provision. We are seeking to employ a Senior Youth Justice Worker for our Alice Springs-based Throughcare Team. The successful applicant will have a commitment to social justice principles, experience providing support to young people in contact with the criminal justice system, and a proven ability to identify systemic issues and advocate for their clients.

The position is part of NAAJA's Youth Throughcare Team but works with lawyers assisting young people with matters before the Youth Court. The position aims to ensure perspectives about a young person's social and emotional wellbeing are considered alongside their legal circumstances. A key focus of the position is early intervention and prevention services to help Aboriginal young people avoid further involvement in the justice system. The Senior Youth Justice Worker works with young people and their families to identify and address needs (particularly those that contribute to offending) and therefore requires the ability to assess circumstances quickly; develop plans that meet their holistic needs; and the confidence to advocate for them while working as part of a multi-disciplinary team that includes Throughcare Case Managers and lawyers. A key element of the role also includes ensuring the rights of young people in contact with the youth justice system are respected and adhered to, both within NAAJA and externally.

The Senior Youth Justice Worker will also work with a limited number of clients for ongoing case management during and after their court matters have finalised. Some of the issues 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 violence.

HEAD OFFICE: DARWIN

61 Smith Street
GPO Box 1064
DARWIN NT 0801
Tel: 08 8982 5100
Fax: 08 8982 5190

KATHERINE

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PO Box 1944
KATHERINE NT 0851
Tel: 08 8972 5000
Fax: 08 8972 5050

ALICE SPRINGS

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Fax: 08 8953 0784

TENNANT CREEK

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Fax: 08 8962 2507



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The Senior Youth Justice Worker delivers high quality individual case management and requires a familiarity with the court system and social/systemic issues faced by Aboriginal young people in Central Australia. They work effectively with a range of stakeholders and are required to develop professional and meaningful relationships with young people and their families. Qualifications in social work or a related discipline will be an advantage.

The work requires high levels of motivation, energy and a commitment to professional excellence.

Suitably qualified Aboriginal and Torres Strait Islander people are encouraged to apply.

The position is initially available until 30 June 2021

REPORTING RELATIONSHIPS

The Senior Youth Justice Worker will report to the Youth Team Coordinator (Alice Springs).

DUTIES

1. Work closely with NAAJA's Youth Throughcare and legal teams to identify and assess areas of need for young people.
2. Coordinate and provide support to NAAJA clients appearing before the Youth Justice Court in collaboration with NAAJA staff including lawyers and the Youth Client Services Officer.
3. Provide intensive case management to a small number of Aboriginal young people to address the causes of their offending behaviour and seek to avoid further contact with the youth justice system.
4. Work closely with NAAJA's Palmerston-based Throughcare Team to coordinate the support and assistance provided to young people transferred between youth justice facilities in Darwin and Alice Springs.
5. Work closely with external youth services agencies, develop links and make referrals for Aboriginal young people to culturally relevant and accessible services concerning substance abuse, suicide, mental health, employment, accommodation and other crisis issues.
6. Identify and facilitate linkages for young people with mentors and Elders.
7. Monitor practices at court to ensure compliance with human rights standards in collaboration with the Throughcare Youth Team Coordinator.
8. Work collaboratively with the Youth Team Co-ordinator to contribute to policy development, participate in regional forums such as CAYJ and facilitate training in the Youth Justice area.
9. Accurately and comprehensively record appropriate data and assist the Youth Team Co-ordinator to report on project outcomes.
10. Maintain a team culture that is collaborative, positive, and supportive; and engage in conduct that is consistent with NAAJA and NAAJA Throughcare's values.
11. Other duties as directed.

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SELECTION CRITERIA

Essential:

1. Relevant tertiary qualifications and/or experience in youth work, social work or a related discipline.
2. Extensive experience in the provision of case management support and advocacy, particular in relation to disadvantaged youth and youth justice.
3. A proven commitment to social justice principles and a working knowledge of the rights of young people in relation to the youth justice system.
4. Proven ability to engage positively with Aboriginal young people and knowledge and understanding of issues relating to youth justice systems and youth crime.
5. A working understanding of the legal and child protections systems in the NT.
6. Excellent written, oral communication and interpersonal skills including negotiation and dispute resolution skills.
7. Analytical skills and demonstrated abilities in the preparation of clear, concise and persuasive written communication, including the ability to analyse and extract relevant information for the purpose of preparing formal reports and submissions.
8. Skills/experience in liaising with other agencies, developing networks and contacts in other associated services. Highly developed networks in the community services sector in the NT will be an advantage.
9. Highly organised with the ability to work with limited supervision, effectively manage time and meet deadlines.
10. A demonstrated ability to work independently and as part of a multi-disciplinary team.
11. Ability to obtain a satisfactory "Working With Children Clearance" (Ochre Card) upon commencement.
12. A current 'C' Class driving license.
13. Satisfactory criminal history check.

Desirable:

1. The ability to speak an Aboriginal language.

Additional Factors:

1. Possession of a current driver's licence is essential (you may be required to provide evidence of your driving record).
2. Successful applicants will be expected to have or be able to, within a short period, develop skills in operating a computer system particularly word processing using Microsoft Word.
3. Applicants for this position are required to disclose any criminal history at the time of interview. Please note that the possession of a criminal history is not an automatic bar to employment, as the nature of the circumstances of the offence will be taken into consideration.
4. A current Ochre Card or the ability to gain one.
5. A willingness to travel to remote communities.

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

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Basic Employment Conditions

Position: SENIOR YOUTH JUSTICE WORKER

- 1) **Probationary Period:**
6 months
- 2) **Place of Employment:**
Alice Springs
- 3) **Hours of Work:**
37.5 hours per week. 8:00am - 4:30pm Monday to Friday
- 4) **Salary/Wages:**
PSO4.2 - \$75,324 per annum
As a Public Benevolent Institution (PBI) NAAJA is currently able to offer salary sacrificing benefits in line with current legislation (Conditions Apply)
- 5) **Allowances:**
Annual Airfare Entitlement payable per annum after 12 months qualifying service – Alice Springs \$1,150
Remote Allowance – Alice Springs \$3,300pa (pro rata if less than full time) paid on a fortnightly basis
- 6) **Superannuation:**
9.50% as per Commonwealth Superannuation Guarantee [Administration] Act 1992
- 7) **Annual Leave:**
6 weeks per annum. Leave loading of 17.5% will be payable on annual leave.
- 8) **Long Service Leave:**
As per the NT Long Service Leave Act with the exception that service with other Legal Aid services and agreed Aboriginal organisations is recognised as relevant service for the purpose of accessing Long Service Leave on a pro-rata non-financial basis.
- 9) **Personal / Carer's Leave:**
15 days per annum.
- 10) **Other:**
 - Where a Legal Practising Certificate is required, evidence of a current Australian Legal Practising Certificate or eligibility to obtain one
 - Satisfactory Working With Children Clearance Check on commencement
 - Where a driver's licence is required. Evidence of a current NT "C" Class driver's licence or equivalent

Disqualification and conviction of serious offences

Under the Legal Profession Act, NAAJA is not able to employ a person who has been convicted of a serious offence or disqualified from legal practice without permission from the Law Society. You must inform NAAJA if you are a disqualified person or have been convicted of a serious offence and it is an offence under the Legal Profession Act if you fail to do so.

For employees who do not hold a practising certificate, you will be required to undergo a police record check before commencing your employment.

It is an ongoing condition of your employment that you notify NAAJA immediately if you are subject to proceedings for disqualification from legal practice or charged with a serious criminal offence.

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