REACH

WELLBEING PROFESSIONAL VIC

POSITION:
Wellbeing Professional (VIC) - *full time*

RESPONSIBLE TO:
National Manager, Wellbeing

CONTACT DURATION:
Permanent

Being young is not without its struggles. Today's world is pretty complex and young people can experience a bunch of challenges that adults might not be able to relate to. Once of the biggest hurdles is just having the confidence and support to be who they want to be.

There are currently over 4 million young people living in Australia, and Reach works with over 40,000 of them a year. We have over 250 of them working for us; designing and delivering workshops in schools and the community. Our workshops are 100% youth-led, from design through to delivery, and the community we create out of these workshops is one that allows for deeper connection, a sense of belonging, and the dispelling of judgements. A preventative, instead of having to focus on symptoms in adult life.

OUR VISION
Generations of confident self-aware and passionate young people shaping the world.

HOW TO APPLY

Our application process has 2 parts. You must provide BOTH if you want your application to be considered.

PART 1: SCREENING

Answer the following questions in a separate Word document with your name included:

1. What is the hardest feedback you've ever given/been given? How did it go?
2. Describe a time when you've gone on the Hero's Journey in your own life.
3. Why Reach?
4. Why are you looking to change roles at this point in your career?
5. What are your salary expectations and notice period (if applicable)?
6. Do you consent to Reach holding your personal information on file?

PART 2: CV AND KEY SELECTION CRITERIA

Provide your CV and a cover letter explicitly addressing all Key Selection Criteria in this PD (Qualifications/Experience; Skills; Values/Attributes/Attitude).

Email all documents to recruiting@reach.org.au, using the subject line: "Wellbeing Professional VIC application – YOUR NAME".

OUR VALUES

STAY YOUNG:

Being young is awesome and we need to hold onto that; our innocence, our risk taking and our love of life.

GIVE A SHIT:

Always give a shit by caring about yourself and others. Stay curious, challenge yourself and always look for what's under the surface.

BE YOUR WORD:

If you say you're going to do it, then do it.

SPEAK YOUR TRUTH:

If you have something to say then say it, even if it might be the unpopular opinion. Just be yourself, don't conform.

PRACTICE THE MAGIC:

Create moments of pure connection that give you goose bumps.

INSIDE AND OUT:

Live our work. Champion our values inside and outside the walls of Reach.

PURPOSE OF POSITION

We are looking for an experienced and committed youth professional to join Reach's national Wellbeing team. This position is based in our Reach office in Collingwood, and is integral to supporting the wellbeing of program participants and Reach Crew. The wellbeing team supports young people as participants, volunteers and paid facilitators to develop and learn within a positive youth development framework.

The Wellbeing Team works closely with Program Managers, the Learning and Development (L&D) team and Reach Facilitators to:

- Build great relationships internally and externally based on clear communication and collaboration
- Provide high quality programs with an identified program logic that meets the needs of the community
- Clearly understand and communicate the work of Reach with all stakeholders
- Ensure the safety and wellbeing of young people
- Deliver a high level of accountability and professionalism
- Ensure the sustainability of Reach by building crew capability and matching capacity with program delivery.

POSITION ACCOUNTABILITIES

- Provide professional support to young people participating in Reach programs. This includes pre-program participation assessment of current/past mental health issues; risk assessment; liaising with families, schools and other involved professionals to ensure appropriate support; brief counselling, information, practical assistance and/or referral in response to identified risk or concerns expressed.
- Provide information, advice, training and support to Reach Crew, Facilitators, Crew Trainers and Staff throughout the program planning and delivery cycle.
- Provide professional supervision and debriefing to individuals and teams facilitating Reach programs. This will include crew training, workshops and weekends away.
- Provide wellbeing support to corporate workshops when required.
- Undertake a range of administrative tasks in support of the above responsibilities as required. This includes maintaining client records, contributing to report preparation and development of policies and procedures and other tasks as determined by the National Manager, Wellbeing.
- Attend the scheduled Wellbeing team, Programs, L&D and staff meetings.
- Provide professional support to members of the Reach community (including Crew, Staff, Supporters and Board members) as appropriate.

OTHER RESPONSIBILITIES

- Ensure that responsibilities are delivered on time and with attention to detail, in line with the requirements and expectations established by the line manager.
- Maintain an up-to-date understanding of, and commitment to, Reach's philosophies, programs and messages at all times and be able and willing to advocate for Reach, as opportunities arise.
- Actively comply with Reach's Young Person Wellbeing Policy, and all other Reach policies and programs, which include staff members accepting responsibility for taking reasonable care of their own health and safety and the health and safety of others.
- Contribute to a positive organisational culture and be a constructive and collaborative member of the team and the broader Reach organisation.
- Adhere to the relevant professional ethical code of practice (ie, AASW, APS, ACA).
- Complete other tasks as required, in consultation with the line manager.

KEY SELECTION CRITERIA

QUALIFICATION / EXPERIENCE

- Qualification as a Social Worker, psychologist or registered Counsellor
- Minimum 2-3 years' experience in a similar role
- Current membership of APS, PACFA or eligibility for membership of the AASW
- Current Working with Children Check
- Current driver's license for any state or territory in Australia
- Level 2 First Aid Certificate (can be acquired during probation period)

SKILLS

- Demonstrated highly developed assessment, counselling and referral skills.
- Experience in assessing and managing risk in young people and addressing their needs as required.
- Highly developed interpersonal skills, including the capacity to engage key stakeholders.
- Demonstrated excellent administrative skills ensuring accuracy and high levels of attention to detail.
- Strong organisational and time management skills, initiative and the ability to successfully manage competing interests to achieve outcomes.
- Computer literacy (Excel, Word, PowerPoint, Databases, Outlook and Internet).

VALUES / ATRIBUTES / ATTITUDE

- Commitment to the shared values and philosophies of Reach
- Self-motivated, enthusiastic and committed to achieving results in a flexible, small team environment
- Strong teaming and service orientation
- Possessing a positive, constructive and “can do” attitude
- Understanding and commitment to youth participation
- Capacity to establish trust and respect with Reach stakeholders, including young people, crew and staff, as well as external professionals and sponsors
- Initiative, enthusiasm, flexibility and integrity in responding to the demands of a challenging position in a dynamic organization.

ADDITIONAL INFORMATION AND REQUIREMENTS

- This position is based primarily at Reach's Dream Factory office in Collingwood.
- Applicants must have the right to live and work in Australia.
- Any offer of employment at The Reach Foundation is subject to a satisfactory Working with Children Check identifying Reach as your employer prior to starting employment, and a satisfactory National Police Records check. Evidence of identifying Reach as the employer will be required.
- Some after-hours work will be required for this role. Time in Lieu arrangements are in place, to compensate for the working environment and subsequent working hours that occur outside of standard business hours.
- Salary packaging arrangements are available to all Reach employees.

WHY WORK AT REACH?

We are an inspirational and dynamic youth not-for-profit organisation that maintains a strong youth voice throughout our organisation.

Reach has a vibrant and collaborative culture where people are energetic and passionate about making a difference in the lives of young people to help them reach their full potential.

At Reach, we encourage our people to develop skills and to grow within the organisation. Also, our people have access to a range of competitive staff benefits and the opportunity to work in a creative and fun workplace with like-minded people working both independently and as part of a team.

Overall, we are constantly striving to encourage our own people and all young people, no matter what their circumstances, to achieve their dreams.

MAKING A DIFFERENCE – THE REACH BRAND:

- We value people being real and honest with each other.
- We encourage people to think about and do things differently.
- Reach is a strong and well-known brand in the NFP sector with the support of large corporate partners.
- We are a progressive employer which embraces diversity and equality.
- Reach is built on a positive youth development model, promoting well-being by creating safe and supportive spaces where young people can share their stories and experiences, improve their self-awareness and build deeper, more meaningful connections.

FUN WORKPLACE:

- Our workplaces are creative and vibrant.
- Reach has a “young energy”.
- Staff, volunteers and visitors find Reach to be a warm and friendly environment.
- Our workplace vibe is fun with a lot of laughter, music and fun activities in the office.
- There are fun opportunities with other employees at camps and internal training sessions.
- Our open plan offices enable good contact and easy access to other employees.

GROWTH ORIENTED AND INSPIRING:

- We encourage people to follow their dreams, no matter what their circumstances.
- Reach encourages individuals to develop skills, careers and growth within the organisation.
- There are growth opportunities for crew and volunteers with suitable skills and experience to progress to staff roles.

OPEN COMMUNICATION AND SUPPORT:

- Our environment is very collaborative.
- Supportive peers and managers frequently celebrate small wins and group success.
- Managers are supportive of employee’s personal and professional goals.
- Managers are responsive to employee’s ideas and issues.
- Good communication systems enable employees to know what is happening at all levels of the organisation.

PEOPLE AND CULTURE:

- Employees are encouraged to be authentic and to be open with others.
- Our people are young at heart with lots of energy, enthusiasm and drive.
- Reach people are like-minded in terms of their interest in helping people to realise their full potential.
- We have a collaborative and supportive culture with ongoing celebrations and activities.
- There are opportunities to be creative at Reach, and creative things happen around you all of the time.
- Reach feels very much like working within a family business with family and friends.
- Reach's culture is vibrant and collaborative, and is built around the Reach values: Stay Young, Give a Shit, Be Your Word, Speak Your Truth, Practice the Magic, and Inside and Out.

EMPLOYEE BENEFITS

- Salary packaging increases the take home cash for staff via general expenses, meal and travel and hire, lease and entertainment packaging options.
- Our Employee Assistance Program offers free, confidential counselling for staff and their family members.
- We support good work-life balance for our people.
- We have a number of flexible work arrangements: for example, self-funded leave (up to extra 4 weeks per year; compressed work week; part-time roles).
- Paid study leave is available to our staff.
- We have a staff learning program for work-related development.
- Our staff can attend Reach programs.
- Our managers are supportive surrounding return-to-work following maternity leave.
- Reach offices (VIC and NSW) are easily accessible via transport links and close to shops and cafes.