



Be a role model. Get young people back on track.

- Multiple casual and ongoing vacancies
- A challenging and rewarding role providing a secure and constructive environment for young people
- We're looking for empathetic, resilient people with life experience who can work effectively with vulnerable young people who often bring challenging behavioural issues
- Base salary of \$52,493, although staff earn more after penalty rates, overtime and superannuation; a casual hourly rate of \$33.09
- Rotating roster over a 76-hour fortnight.

We are now recruiting for our February 2021 intake of youth justice workers for the Malmsbury Youth Justice Centre ([View on a map](#))

Information session

To find out if you have the right passion, skills and experience to become a youth justice worker, register for our online webinar on **Thursday 1st October at 6pm**. You'll hear from youth justice managers and team members as well as have the chance to ask questions.

Register here

https://justice-vic-gov-au.zoom.us/webinar/register/WN_Ui288BOeTgCyzGkDC9NOVw

What does a youth justice worker do?

Youth justice workers understand that crime and what leads a person to offend is complex, and that successfully dealing with it demands action beyond simple punitive measures. The safety and security of all people in our facilities is the number one priority, but our core ambition is still to provide young offenders with the confidence, perspectives, behaviours and skills that will enable them to become positive contributors when they return to their communities.

Guiding personal behaviour change is a massive task and means our staff have many responsibilities, including:

- Supporting young offenders in their personal development through individual casework
- Encouraging young offenders to contact their families and act on referrals to services
- Ensuring that a secure environment is maintained for the benefit of young offenders, staff and the community
- Conducting searches and security checks, responding to codes and filing reports on incidents.

[You can learn more about being a youth justice worker here](#)

What do you need to be a great youth justice worker?

You don't have to have a youth or social work qualification or be experienced in youth work to be a youth justice worker. Great youth justice workers come from all sorts of background including retail, hospitality, healthcare, trades and government. You might be surprised by how your work and life experience has set you up perfectly for a role as a youth justice worker.

Still, some attributes are essential in our staff. Being a youth justice worker can be **physically and emotionally taxing**, so you'll need to be fit and resilient. It is also preferable that you possess the following:

- **Life experience** – be able to adapt to and manage challenging behaviours and to establish rapport and respect with the young people in your care.
- Solid **verbal** communication and **written communication** – conflict management and skilled report writing will be a big part of your job.
- **Resilience and self-management** – to be able to maintain your passion and commitment to the job, even after setbacks.
- Generating and maintaining **mutual respect** and being a role model will be critical in your efforts to make a positive impact on the young people you work with.

"A good YJ worker is someone who can develop a rapport with the young people. And that's especially important when you're trying to de-escalate a situation." – Di, Supervisor, Parkville Youth Justice Precinct

Eligibility

To be considered for a youth justice worker role you must be either:

- An Australian citizen – a birth certificate, citizenship certificate or current passport is required as proof of eligibility, or
- A permanent resident of Australia, or
- A New Zealand citizen who has entered Australia on a valid passport, or
- Eligible to work in Australia for a period of more than six months.

Prior to commencing work within the custodial facility, all candidates must independently obtain:

- Current First Aid Certification (HLTAID003 is preferred, or the Provide Basic Emergency Life Support course - HLTAID002 at a minimum)
- Current CPR
- [Working With Children Card \(Employee\)](#)

You will have time to obtain these certifications after learning of your successful application.

A driver licence is desirable but not mandatory.

Aboriginal and/or Torres Strait Islander people are strongly encouraged to apply.

The Department of Justice and Community Safety is continually working towards increasing our Aboriginal and Torres Strait Islander (Aboriginal) workforce. The Aboriginal Employment Team aims to attract, recruit and retain Aboriginal staff in a number of roles, including prison officers, community corrections officers and field officers. This support includes a culturally appropriate attraction and recruitment process. To learn more, [click here](#) or email aboriginal.employment@justice.vic.gov.au.

Successful candidates will be required to undergo pre-employment checks which may include national police checks and misconduct screening.

For more information, please contact the Youth Justice Recruitment Team on yjcsrecruitment@justice.vic.gov.au