

# Position Description



<b>Job title</b>	Community Support Worker - Recovery Options
<b>Department</b>	Individualised Services
<b>Reports to</b>	Team Leader Recovery Options
<b>Date prepared/reviewed</b>	May 2020
<b>Location</b>	Merriwa
<b>Position Details</b>	Permanent Full Time

Our purpose is to inspire people, enliven communities and confront injustice. We address the causes of vulnerability and disadvantage, stand for a just society and support individuals and communities to be valued and connected.

## Position Objective

Brief summary of position's purpose

To support people that identify with having a mental health issue to explore what a life of purpose and meaning looks like to them, make decisions, implement healthy coping strategies and connect with people and supports that will improve their mental wellness and daily life.

## Values and Associated Behaviours

Uniting's Values and Behaviours which inform the job holder's decisions and actions.

**Imaginative** – We challenge convention, explore new possibilities and dare to dream for a better future

**Respectful** – We act with honesty and integrity, and open our hearts to all people without exception

**Compassionate** – We are nurturing, generous and thoughtful in our words and deeds

**Bold** – We face injustice head on and stand up for what is right and true with confidence and strength.

Additionally, the role will:

- Respectfully work within the Christian ethos of the Uniting Church
- Works in a way that is consistent with Uniting WA's leadership expectations
- Operate ethically and enhance the integrity of the organisation.

## Key Responsibilities

These represent the key outputs of the job, the job's deliverables. They are not specific activities in themselves. These form the basis of the objectives and measurements set for the job holder under the Uniting Performance Management System annually.

- Participants are provided with high quality services that align with service standards, Uniting WA policies and procedures and best practice guidelines
- Participants are provided with support to:
  - Actively take part in recovery planning, safety and crisis planning, goal setting and the outcome measurement process
  - Connect with their community, develop skills that improve daily living and take part in meaningful activities that align with their interests, goals and dreams
  - Refer to other organisations and mainstream service that may support their needs and goals
  - Understand their rights and exercise their choice and control
- Participant skill building is achieved through a process of modelling and a 'do with, not for' approach
- Participant information is accurate and up to date, case notes and other documentation is clear, precise and completed within required timeframes
- Strong collaborative relationships with participants, families and significant others, are developed and maintained
- Under the guidance of the Team Leader, teams ensure:
  - Contemporary mental health practice is embedded and learnings are shared
  - Continuous improvement plans are developed and implemented
  - Supervision, team meetings and training sessions are attended as required
- Information, statistics and reports are provided to the Team Leader as required
- Safety issues and incidents are documented and reported within required timeframes
- Other responsibilities appropriate to the position are performed as requested.

## Standard Key Responsibilities (for all Uniting staff)

- To operate within delegated authority and comply with legal, regulatory obligations and requirements of our internal policies and procedures
- Identify and deal (manage and monitor) with risks associated with Uniting
- Compliance with the values and associated behaviours of Uniting
- Compliance with the policies and procedures of Uniting including statutory policies
- Completion of any training and associated assessments identified as a requirement of the position.

## Competencies

The knowledge and soft skill requirements necessary for this position.

- Excellent understanding of participant led mental health recovery and person-centred, strength-based support
- Skills in relationship building and stakeholder engagement management (internal and external)
- Understanding of individualised funding models and the key developments and issues facing the not-for-profit sector
- Ability to work in ways that are congruent with the values of Uniting WA and the Uniting Church in Australia.

## Qualifications

Education, experience and technical skills required for this position.

- Sound knowledge and understanding of contemporary theory, practice and its application in the area of mental health
- Relevant tertiary qualifications or commensurate (i.e. 1 years+) experience and relevant professional development
- Current Working with Children Check
- Current National Police Clearance
- Current First Aid
- Current Western Australian Driver's Licence.

## Additional Information

Any additional information that would be helpful to someone trying to understand the nature or purpose of the position.

This role will engage with the following parties:

- Participants, families, and significant others
- Mainstream services, community service organisations, partner agencies and funding bodies
- Community.