



Recruitment Information Package

Assisting you in your
application to join our
team

www.ireach.org.au

(08) 8531 1303

Our Vision.

“Healthy and resilient people and communities”

Our Values.

iinclusivity & diversity

Rrespect & compassion

Eempowerment

innovAtion

Cconnection

Hhope



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Position Information

Position Title	headspace Aboriginal Youth Worker
Working Location	Murray Bridge, South Australia
Classification	iREACH RURAL HEALTH EBA 2025 – iREACH Level 2/3
Job Status	0.8 FTE
Pay	\$36.74 - \$45.81/hour
Applications Closing Date	Monday, August 10 at 5:00 PM

About Us

Make a Difference in Your Community – Join iREACH Rural Health

iREACH Rural Health is a leading provider of primary health care services across rural and regional South Australia, delivering responsive, community-driven programs that improve access to care where it's needed most.

Originally established in 1995 as the Murray Mallee Division of General Practice, iREACH has grown into a trusted provider working alongside Country SA Primary Health Network (CSAPHN) and other government and non-government partners.

Our services include youth mental health (headspace), mental health support, alcohol and other drug programs, and continuing professional development. We are committed to delivering holistic, evidence-based care shaped by the needs of our communities.

At iREACH, our values guide everything we do: **Inclusivity & Diversity, Respect & Compassion, Empowerment, Innovation, Connection and Hope.**

Learn more: <https://ireach.org.au/> and <https://headspace.org.au/headspace-centres/murray-bridge/>

About headspace

headspace is the National Youth Mental Health Foundation, providing early intervention services to young people aged 12 to 25. Through a national network of centres across metropolitan, regional, and rural Australia, headspace offers support in four key areas: mental health, physical health (including sexual health), alcohol and other drug services and work and study support.

headspace is designed to make it as easy as possible for a young person and their family to access the help they need for issues affecting their wellbeing.

Since its establishment in 2006, headspace has supported hundreds of thousands of young people and their families through direct clinical services, as well as through health promotion and community awareness initiatives.

headspace National Youth Mental Health Foundation is funded by the Australian Government Department of Health.



The Role of a Lead Agency

The **headspace Murray Bridge** centre operates under the auspices of **iREACH Rural Health**, which serves as the **Lead Agency**. Our centre is also supported by a consortium of local partners who share the headspace vision and commitment to improving youth mental health.

Each headspace centre is led by a **Lead Agency** - a locally based organisation that coordinates the delivery of services on behalf of a regional partnership of providers. These include mental health, alcohol and other drug, physical and sexual health, and vocational support services.

The Lead Agency ensures that the headspace centre operates in alignment with the national model while responding effectively to the unique needs of the local community.

Why Join iREACH Rural Health?

Work that matters, close to home.

We are a rural health organisation built around the communities we serve. Working here means your effort is felt close to home, as part of a team that takes real pride in how we show up for our community. We're committed to providing a workplace where you are valued, supported, and inspired.

What you can expect:

- **A team that backs you.** You will have supportive and accessible leadership, and colleagues who pull together. Culture here is invested in deliberately!
- **Flexibility and balance.** This role is available at 0.8 FTE with genuine flexibility and no city commute. We want to support your work/life balance and family-friendly practices.
- **Investment in your growth.** We support ongoing professional development, quality supervision, training, and access to training and scholarship programs available to rural health professionals.
- **Competitive Remuneration:** Receive a salary that recognises your skills and experience.
- **Generous Salary Packaging:** Benefit from attractive salary packaging arrangements (up to \$15,900 tax-free), plus meal and entertainment benefits.
- **5 Weeks Annual Leave** (pro-rata for part-time).
- **10 Days Personal Leave** (pro-rata for part-time).
- **Wellness Leave:** 2 additional days per year on top of standard leave entitlements (after 12 months of service).
- **Paid Parental Leave** (eligibility applies).
- **Employee Assistance Program:** Support services are available for you and your family.



How to Apply

To be considered for this position, applicants must address the Selection Criteria outlined in the Position Description. Applications that do not address the Selection Criteria will not be considered for an interview.

Please ensure your application includes:

1. **Cover Letter** – addressing all Selection Criteria.
2. **Current Resume** – including your qualifications and experience.
3. **Contact Details for Two Referees** – professional references preferred.

Submit your complete application via the relevant job advertisement on SEEK.

We maintain the discretion to extend an offer at any stage of the recruitment process. If you are interested in the position, submit your application as soon as possible!

For further information about the role or application process, please contact:

Rachel Faulkner

headspace Murray Bridge Centre Manager

Phone: (08) 835 2122

Email: rachelf@ireach.org.au



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POSITION DESCRIPTION

headspace Aboriginal Youth Worker

CLASSIFICATION: iREACH RURAL HEALTH EBA 2025 – iREACH Level 2/3

(dependent on qualifications and experience - salary sacrifice arrangements are available)

AUTHORISED BY: Chief Executive Officer

UPDATED: July 2026

PART A – POSITION DETAILS

Position Purpose:	The Aboriginal Youth Worker is part of the headspace Murray Bridge psychosocial program and supports First Nations young people and their families. The role provides individual, family and group support that strengthens cultural connection, empowerment, and social and emotional wellbeing. The Aboriginal Youth Worker provides support to reduce barriers that affect young people's ability to achieve their goals, participate in daily life and engage in community activities through practical assistance, system navigation and advocacy. The role also supports the delivery of culturally appropriate group activities. The worker will assist young people to engage with headspace services and groups and activities. This is an identified Aboriginal male position. Due to the nature of the role, which has a particular focus on supporting young Aboriginal men, applications are invited from Aboriginal and/or Torres Strait Islander people who identify as male. This position is filled in accordance with the relevant provisions of Australian anti-discrimination legislation.
Reports To:	headspace Murray Bridge Centre Manager

PART B – KEY POSITION RESPONSIBILITIES

Key Result Areas	Accountabilities
Self-Leadership	• Provide support to First Nations young people in the psychosocial program within the scope of your role and within program guidelines. • Work with the Cultural team to plan cultural activities for young people in the program • Work in a multidisciplinary team and work alongside other headspace programs • Manage workload and prioritise tasks
Youth Engagement	• Support young people to help them identify needs and goals, develop a plan and connect them to services, • Completion of a stay strong plan with young people to guide goals and support • Facilitate and co-facilitate group activities and events to link young people to culture and country • Provide psychosocial support and wellbeing activities for First Nations young people and their families.



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Teamwork	• Work as a member of the cultural team to ensure that program activities are completed and administrative requirements are fulfilled. • Work alongside the headspace team • Build strong partnerships with Aboriginal health organisations, schools, and mental health services to develop responsive services for young people. • Participate in team meetings to ensure the program is working in a collaborative manner and add voice to the cultural safety of the service.
Safety & Compliance	• Understand and implement risk management processes to ensure safe, high-quality services. • Maintain current knowledge of Work Health & Safety requirements • Ensure program activities comply with contractual, legislative and reporting requirements.
Industry/Community Engagement	• Actively participate in local, state and national meetings, conferences and forums as agreed with the centre manager. • Work alongside stakeholders to deliver workshops and activities for young people

PART C – POSITION REQUIREMENTS

Requirement	Accountabilities
Qualifications and Skills	• Youth worker or relevant tertiary health qualification (or working towards) and/or experience in working with young Aboriginal clients and their families/communities • Aboriginal or Torres Strait Islander identity. • Demonstrated connection to the local community and passion for this community.
Knowledge and Experience	• Understanding of the social and emotional wellbeing framework for First Nations young people • Knowledge of youth mental health issues and cultural factors influencing wellbeing. • Understanding of local Aboriginal services and networks, with the ability to form effective partnerships. • Demonstrated ability to engage with and provide support to First Nations people individually and in groups. • Experience in maintaining case notes and using client databases. • Well-developed computer skills and ability to learn new software, client record systems.
Personal Attributes	• Positive, respectful and collaborative team player • Ability to establish partnerships with other agencies and work together to create programs/ activities • A demonstrated passion for and commitment to making a difference in the lives of young people



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PART D – KEY PERFORMANCE INDICATORS		
Indicator	Measure	Description
Client Engagement	75% of young people seen within 2 weeks of referral 8 individual sessions of support per week. 1 group session delivered per week	Engagement of young people and provision of support individually and in groups
Client Outcomes	80% of ongoing clients have a stay safe plan - Positive feedback from young people engaged: 80% of clients feel heard and understood	Young people benefit from the engagement and support of the Youth Worker
Teamwork & Collaboration	- Attend 80% of team meetings and clinical reviews as appropriate - Engage in cultural program meetings - Collaborative care with 75% of young people with other streams of support 100% of clients supported are discussed at caseload review - Support one community engagement event or activity per quarter	Youth Worker is integrated into the team and provides collaborative care
Community Partnerships	- Development of partnerships to deliver cultural activities, events and groups. - Development of partnerships with Aboriginal Health organisations, schools and community service providers to ensure good psychosocial support is provided to young people.	Establishment of partnerships in the community to provide collaborative service responses.
Compliance	100% of support provided is documented in MMEEx within 5 working days 100% of service contacts are recorded in MDS within 5 working days - No breaches of policy, legislation, or contractual guidelines.	Organisational policies and procedures are followed, and data entry requirements are met.
Cultural Safety & Inclusion	Deliver services that are culturally safe and inclusive.	100% completion of cultural competency and LGBTIQA+ training and demonstrated inclusive practice.
Conduct	Consistently demonstrate iREACH values in approach and outcomes.	Consistently demonstrate the iREACH values, ensuring an equal focus on the approach to delivery as well as the outcome.
Performance will be assessed based on observable behaviours, accuracy of work, timeliness, and contribution to service delivery outcomes, particularly where system-based measurement is limited. Specific performance expectations will be agreed with the manager during each performance review period.		



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PART E – ORGANISATIONAL RESPONSIBILITIES

Key Result Areas	Accountabilities
Work Health & Safety	• Ensure, as far as reasonably practicable, that employees, visitors and contractors are safe from injury and risk to health while at an iREACH worksite. • Comply with organisational WHS policies and procedures. • Identify and report hazards, risks and incidents. • Follow reasonable directions relating to workplace safety.
Customer Service	• Maintain professional and responsive customer service standards for both internal and external stakeholders.
Child Protection	• Hold a current National Police Certificate in compliance with the South Australian Children and Young People (Safety) Act 2017. • Maintain a valid Working with Children Check (WWCC). • Maintain current Child Safe Environments training.
Compliance	• Support the aims and objectives of iREACH and headspace through adherence to policies, procedures and professional conduct standards. • Understand and comply with all policies, procedures and reasonable direction whilst demonstrating professional workplace behaviours in accordance with the iREACH Code of Conduct. • Display a commitment and passion for iREACH core values.
Legislative Requirements	• Practice within relevant legislation, professional codes of conduct and organisational governance frameworks. • Promote equal opportunity and prevent harassment, bullying and discrimination.
Delegated Authority	• Comply and refer to the Corporate Governance Policy: Delegation of Authority and associated Schedule for the authority levels assigned to this role.
Professional Development	• Participate in annual performance review and professional development.
Mobility	• Must hold a current South Australian Driver's Licence. • Use own vehicle for work purposes where required, for which reimbursement of costs at the current Modern Award Rates will be made. • Support intrastate and interstate travel when required, which may involve overnight absences.