

Frequently asked questions

1. What are the recruitment processes involved in applying for the youth worker positions?

Recruitment process includes:

First stage: Resume and one page cover letter written application.

Second stage: Psychometric assessment to determine an applicant suitability.

This assessment includes applicants answering a series of written multiple choice questions in order to assess suitability to work in a custodial setting.

Third stage: Medical and fitness testing to determine whether an applicant is physically and medically capable of performing all the duties of a Youth Worker in a custodial and residential facility.

This testing includes attendance at a determined place and time to undertake assessment by qualified health professionals of general health, fitness and lifestyle including (but not limited to); functional fitness, height, weight, heart rate, blood pressure, overall health and wellbeing.

Fourth stage: Interview.

A formal interview will be offered to those applicants who were found potentially suitable following each stage listed above. The interview will be conducted by a panel of four people. Reference checks will be conducted after the interview process.

Fifth stage: Satisfactory completion of mandatory induction training.

Suitable applicants will be required to undertake a period of mandatory induction training. Induction training will be full time for up to eight weeks and may include some shift work.

Applicants will be shortlisted following each stage listed above. Additionally, evidence of a current registration issued under the Working with Vulnerable People (Background Checking) Act 2011 must be provided prior to commencing in this role.

2. Am I required to work across at both Bimberi Youth Justice Centre and Narrabundah House Indigenous Supported Residential Facility?

Yes. All youth workers are be required to work at both sites.

3. How often will I be required to work?

Permanent and casual youth workers work on a roster with a combination of day and night shifts all year round including weekends and public holidays.

Casual youth workers work on a shift-by-shift basis as required, and potentially at short notice, which include weekends and public holidays.

4. How much will I be paid?

Youth workers receive a base salary of \$60,039 to \$72,175 plus penalties.

5. What do I wear to work?

Bimberi Youth Justice Centre staff wear the Bimberi-issued uniform.
Narrabundah House Indigenous Supported Residential Facility staff are encouraged to wear neat casual clothing.

6. What are the minimum starting requirements?

Youth workers must have a current driver's licence, Senior First Aid Certificate and Working with Vulnerable People registration (with no restrictions).

7. Will I receive training?

Yes. All new staff will be paid to take mandatory seven-week induction training. This will be delivered Monday to Friday during regular working hours.

8. Can casual staff choose to only work on a weekend roster?

Casual staff are able to accept offered shifts as it suits them and are able to identify on our electronic rostering system when they are unavailable for shifts. At this point we cannot guarantee a minimum number of shifts per fortnight. Shifts offered to casuals may be a block in advance to cover someone's planned leave or training or short notice to cover unplanned absences.

9. What does the 7-day fortnight/12-hour shift roster consist of?

Youth workers work on a shift basis within a planned roster system, this includes work on days, nights, weekends and public holidays.

10. Do you need to be an Australian citizen to apply, or can permanent resident apply?

Yes, Australian Citizens and Permanent Residents can apply.

11. If I'm successful and secure a position, am I reimbursed for anything required for the application process, such as having to register for a Working with Vulnerable People?

Once employed, staff are required to maintain these minimum qualification requirements and the only qualification we currently pay for is first aid and CPR refreshers.

12. How do I prepare for the psychometric assessment?

No preparation is required, the assessment is designed to assess your suitability to work with vulnerable young people in an environment such as Bimberi Residential Services. Our best advice is to as open and honest as possible.