



Professional Reference

To Whom It May Concern

Paul Weight

Paul began his employment at BAYSA Youth Services in July 1997 following his successful application for a Coordinator of School Support Program position.

Paul was impressive in his first interview with BAYSA and his resume presentation and past experience in health education, local government youth worker appointments and outdoor education ensured he was selected above the other applicants.

Paul extensively developed the agency's school support program across several educational districts and numerous secondary schools. Over a four year period Paul worked closely with college principals, welfare co-ordinators, teachers and students to strengthen and program develop BAYSA's presence as a responsive student support agency. He developed positive and long lasting partnerships through effective networking and applied his youth work skills in areas such as conflict resolution, risk management and health education. He was also responsible for the management of an outdoor adventure program know as WILD.

In August 2001 Paul applied for and was appointed as a Community Development Worker in a newly funded drug and alcohol program known as the Barwon South West Youth Alliance. The funding allocation allowed for a Youth Residential Withdrawal Unit to be established in Geelong and Paul's role focussed upon establishing regional networks and promoting harm minimisation strategies across a broad range of health and welfare professionals.

Paul possesses advanced networking skills and an ability to work closely with multiple agencies simultaneously. He has not only extensively developed the existing networks throughout the region but has established new approaches through effective relationship building amongst the sector's professionals.

Paul has successfully applied for and secured significant program funding within the D&A sector, with a Day Activity Program (Zones) for clients exiting detoxification programs (DHS - \$190,000 per annum) and more recently a two year funding grant from the Australian Education Rehabilitation Foundation for a Regional Youth Access Outreach Team (\$250,000). Both submissions were of the highest standard and the outcomes clearly reflected Paul's excellent analytical, studious research abilities and presentation skills. Paul was also instrumental in the practical establishment of the Zones Program and his personal input at this level has been invaluable.

Paul has outstanding professional and personal qualities. He possesses a genuine concern for the plight of young people disadvantaged by life's choices, he is a reflective listener and has the ability to not only engage in constructive problem solving but ensures either the professional or the client is empowered to recognise their own decision making choices and ownership of such.

Paul's possesses a resilience, especially evident in stressful times, which has ensured that his colleagues have a sense of inclusiveness and that a team approach is the most preferred manner for either problem solving or program delivery. He also possess a strength of character in speaking up for what he believes in, as well as listening to other viewpoints.

Paul is a highly valued staff member at BAYSA Youth Services and is committed to the provision of professional and effective interventions with the region's disenfranchised young people particularly within the drug and alcohol sector.

Paul's current role at BAYSA and within the Barwon Region's drug and alcohol rehabilitation and education sector, is likely to expand with the newly funded Youth Access Team and I look forward to a long and productive working relationship with him.



Shane Murphy
Executive Director
BAYSA Youth Services

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