

FAMILY PRACTITIONER POSITION DESCRIPTION

RAPID RESPONSE

NORTHERN REGION

At Anglicare Victoria our focus is on transforming the futures of children, young people, families and adults. Our work is based on three guiding pillars: Prevent, Protect and Empower.

We strive to create an environment where employees feel valued and rewarded.

By living the Anglicare Victoria values and actively fostering fairness, equality, diversity and inclusion, our people make Anglicare Victoria a truly great place to work.

So come and join us at Anglicare Victoria where there is a rewarding career ready for you in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.



Position details

Position	Family Practitioner
Program	Rapid Response
Classification	SCHADS Award Level 6 (Social Worker Class 3) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Full Time
Hours per week	38 This position requires some flexibility in working hours to ensure families' needs are met.
Duration	Ongoing
Location	32 Railway Crescent Broadmeadows
Reporting Relationship	This position reports directly to the Team Leader Rapid Response
Effective date	October 2020

Overview of program

The primary aim of the Rapid Response program is to prevent children entering Out of Home Care, and to preserve families where there is a risk of having a child removed.

The Rapid Response program aims to:

- Work intensively with families where there is a child/ren who is/are at risk of entering OoHC;
- Preserve families through a tailored, holistic service response; and
- Ensure that families are connected to appropriate services & supports once the service has concluded as required.

Families are provided with short-term intensive interventions, focused on assisting families to acquire, to build important skills and knowledge, to access resources and to develop plans that reduce the risk to children.

This program complements the suite of Family Services provided by Anglicare Victoria based in the Northern region.

Position Objectives

1.	Provide an intensive, short-term intervention in the family home at flexible times when families are most receptive to learning. This may include early mornings and evenings, and if needed weekends.
2.	Conduct behaviourally specific, interactive and holistic assessments, which includes information about family strengths, problems, needs, values, skills and potential barriers to goal attainment.
3.	Provide interventions that support families to achieve timely goal attainment, in order to prevent their children being placed in Out of Home Care.
4.	Work collaboratively with DHHS Child Protection, other professionals and families' broader social networks to ensure a coordinated support plan is in place.
5.	Use a variety of behavioural intervention strategies to facilitate behaviour change and employ a variety of teaching methods.

Key responsibilities

The key responsibilities are as follows but are not limited to:

1.	Conduct comprehensive family assessments that identify the health, wellbeing and safety needs of the children involved, and that identify both the capacity and constraints of families to make necessary changes.
2.	Strengthen family connections, promoting placement prevention and the safety of children, young people and parents.
3.	Participate in the development of comprehensive family plans using a tailored, holistic approach and participation in ongoing reviews and evaluations of the plans.
4.	Provide intensive, flexible and creative supports that build safety for children and young people while also supporting families.
5.	Work collaboratively with a range of stakeholders including DHHS Child Protection to ensure a coordinated approach to services for children, young people and their families.
6.	Make an active commitment to the development and maintenance of a cohesive team and participate in staff meetings, team meetings and staff development training.
7.	Fulfil requirements regarding case records and data recording. Participate in professional development activities appropriate to the position. Undertake other duties within capability as directed from time to time.

Key Selection Criteria

The Key Selection Criteria are based on role specific requirements **and** the Anglicare Victoria Capability Framework. Applicants are required to provide a written response to **both** a) and b).

a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. The five criteria are to be addressed individually (no more than 2 pages in total).

 <p>Role Specific</p>	1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood and/or related behavioural sciences at degree level or associate diploma level with relevant experience.
	2. Demonstrated resilience to work with and support clients who have been exposed to trauma, violence or neglect.
	3. Demonstrated ability to conduct comprehensive safety and wellbeing assessments that identify the health, wellbeing and safety needs of the children involved, as well as the capacity and constraints of families to make necessary changes.
	4. Demonstrated experience working with families with multiple and complex needs, utilising a child-focused family-centred approach. Demonstrated experience in applying parenting educational programs/approaches and familiarity with a wide range of theoretical approaches to understand the experience of children and families, including motivational interviewing and social inclusion.
	5. Sound understanding of the Child Protection system and child welfare work and demonstrated ability to liaise and negotiate with DHHS Child Protection in relation to addressing protective concerns for children. A demonstrated awareness of the Child Information Sharing Scheme, the Family Violence Information Sharing Scheme and the MARAM Framework.
	6. Excellent organisational and time management skills and ability to be self-directed. Demonstrated computer skills in Microsoft Office packages and other statistical databases such as IRIS.

Key Selection Criteria (continued)

b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the two capability groups; **Personal Qualities and Relationship and Outcomes** (no more than 1 page in total).

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today's changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.

Personal Qualities



Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

Relationships and Outcomes



Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

Leading People



Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.

Occupational health & safety (OHS)

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

All Anglicare Victoria employees, contractors and volunteers are required to:

- take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company's OHS policies and procedures
- take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others
- cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace
- report all injuries, illness or 'near misses' to their Supervisor or Manager
- participate in relevant health and safety training based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems

Cultural Safety in the Workplace

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.

Conditions of employment

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award (SCHADS) 2010. Salary packaging is offered with this position.
- All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.
- All offers of employment are subject to a satisfactory Criminal History Check, a current Driver's License and an Employment Working with Children Check prior to commencement.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name:

Signature:

Date:
