

Lead Practitioner - Functional Family Therapy (FFT®)

December 2018

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	Lead Practitioner - Functional Family Therapy (FFT®)
Program	Family Services
Classification	SCHADS Award Level 7
Hours	<p>Full Time (38 hours per week, 7.6 hours per day, Monday to Friday between 8:00am – 8:00pm). This position requires flexibility in working hours to ensure family's needs are met. The start and finish time of working hours may vary each week.</p>
Duration	Ongoing
Location	North and West Region
Reporting Relationship	This position reports directly to the Project Lead, FFT
Effective date	January 2019

Service Information

Anglicare Victoria's Practitioner - Functional Family Therapy (FFT®) role, is a newly created role as part of the introduction of the FFT® model. This model will strengthen the benefit of services to young people involved with Youth Justice.

Functional Family Therapy is a short-term, evidence based intervention program with an average of 12 to 14 sessions over three to five months. FFT works primarily with young people aged 11 to 17 years who have been referred by Youth Justice. The FFT® model has been selected as part of Youth Justice supports to young people on a Youth Control Order and subject to bail conditions. Our organisation will be delivering one team in Lalor covering the North/West area of Melbourne.

Evidence based services are internationally recognised as having the highest level of research validating the beneficial outcomes for clients. They are characterised by a clearly articulated theory, comprehensive employee training manuals, model adherence measures and on-going quality assurance systems.

You will receive direct training and coaching from FFT LLC helping you to become skilled in the model.

Position Purpose

The Lead Practitioner - FFT® is required to:

- Participate in all model program training, supervision and consultation activities.
- Maintain a caseload to gain accreditation in the FFT® model & undertake an externship (presently overseas) to assume coaching role from FFT LLC organisation over time.
- Support the Project Lead role & provide organisational supervision to FFT Practitioners
- Complete all case notes, Youth Justice Reporting requirements, and data entry as required
- Provide direct engagement and motivation using methods compatible with principles and practices of the specified model.

Key responsibilities

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

1.	Conduct assessment including review of referral information, identifying and engaging key participants, identifying systemic risks and protective factors and developing an analysis of the problem behaviours within the ecological context and model process.
2.	Create written phase and session plans tailored to the specific family (including linking plans to safety risks and referral behaviours and anticipated session frequency during phase).
3.	Work with the team to identify and overcome barriers to engagement/motivation in young people who have been referred to the service.
4.	Participate in FFT coaching and be receptive to receiving and acting upon feedback.
5.	Record and update outcomes and data management systems to meet Youth Justice guidelines and statutory requirements.
6.	Support the Project Lead in their functions and responsibilities & provide supervision to identified FFT Practitioners
7.	Work with relevant stakeholders to enable continual improvement to the design and implementation of our service delivery model to further extend our commitment to improving the lives of children, young people and their families.
8.	Develop good working relationships with Aboriginal lead agencies to ensure cultural safety in our practice and good outcomes for aboriginal children and young people.
9.	Maintain stakeholder relationships with referral sources. Coordinate services within Anglicare Victoria and with other community providers.
10.	Identify performance trends, best practices, and opportunities for improvement.

What we look for - the 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:

- a) The **role specific** requirements. The five criteria are to be addressed individually (no more than 2 pages in total).
- b) 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).

Key Selection Criteria

a) Role specific requirements.

 <p>Role Specific</p>	<ol style="list-style-type: none"> 1. Tertiary qualifications, preferably in social work, psychology or behavioural sciences or equivalent. 2. Experience in leadership and supervision of staff both at an individual level and team level 3. Excellent understanding of the child and family service system, including legislative and policy frameworks. 4. Demonstrated knowledge of, and experience in the application of relevant theoretical approaches that underpin casework practice to vulnerable children, young people and families. 5. Demonstrated ability providing expert case consultation and advice to complex cases, particularly around risk, safety and wellbeing assessments. 6. Sound understanding of culturally sensitive practice and is able to establish rapport and relate sensitively with Aboriginal and culturally diverse groups.
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b) Anglicare Victoria Capability Framework

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.

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 2010. Salary packaging is offered with the position
- All offers of employment are subject to a satisfactory Criminal History Check and must provide a Working with Children Check prior to commencement.
- A current Victorian Driver's license is essential
- 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.