

# SENIOR PRACTITIONER HOME BASED CARE ST LUKE'S 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

<b>Position</b>	Senior Practitioner
<b>Program</b>	Out of Home Care – Home Based Care (Early Intervention)
<b>Classification</b>	SCHADS Award Level 6 (Social Worker Class 3)
<b>Hours</b>	Full Time
<b>Hours per week</b>	38
<b>Duration</b>	Fixed Term
<b>Fixed term end date</b>	18 September 2020
<b>Location</b>	Bendigo - the incumbent will be expected to work at key service sites in the St Luke's Region
<b>Reporting Relationship</b>	This position reports directly to the program Team Leader
<b>Effective date</b>	August 2019

## Overview of program

Anglicare Victoria's Home Based Care program is funded by the Department of Health and Human Services (DHHS) to provide monitoring and support to home based care placements arranged for the most vulnerable children as a result of child protection involvement. The program ensures the ongoing safety, stability and developmental needs of children and young people are met.

The position supports the Home Based Care program, in particular, early intervention, Circle program and Intake, and as such will require a strong focus on working with systems to support reunification, kinship or other stable care options.

The Senior Practitioner role is a leadership role in the team, with key responsibility for modelling, demonstrating and sharing excellence in practice. The role will be required to provide mentoring and coaching to staff, support the team leader to manage performance and compliance, and may undertake complex case work.

This position supports the leadership of a complex program area with a large budget and significant risks. The role has the opportunity to influence an environment building on the strengths of carers and young people to create positive, enduring outcomes.

The specified programs to be managed may change over time to reflect organisational needs.

## Position Objectives

1.	Provide expertise, guidance and leadership in managing quality including performance against relevant targets, meeting and complying with service delivery standards, and continuous quality improvement.
2.	Provide direct service delivery with a particular focus on complex case work.
3.	Support the management of teams and use professional expertise to generate quality outcomes in line with the goals of the organisation.
4.	Take responsibility for key program portfolios that are assigned, and provide authoritative advice, problem-resolution and practice support in relation to these portfolios, including understanding of information technology, tools and systems used by the program.
5.	Provide practice leadership to staff, high-quality consultancy to colleagues and control and authoritative advice and support within the relevant area of expertise.
6.	Represent Anglicare, the team and the program on committees and at relevant stakeholder forums and partnership meetings, with decision-making as delegated by the Program Manager, Team Leader or members of the Regional Management Team.

## Key responsibilities

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

1.	Provide high quality service delivery to allocated clients.
2.	Demonstrate practice leadership in relation to case-planning, case-management, service delivery and/or person-centred support for children and families.
3.	Role-model positive practice, and create opportunities to guide, mentor and coach program staff.
4.	Support the Team Leader to manage the team through writing and review of reports, collection and collation of data, and using professional expertise to generate quality outcomes in line with the goals of the organisation.
5.	Take responsibility for key program portfolios, where required, to support the management and governance of the program.
6.	Represent Anglicare Victoria and contributing to partnership with important stakeholders in government, community, and community services.
7.	Represent or act as the delegate for the Team Leader.

## 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><b>Role Specific</b></p>	<p>1. Tertiary qualifications, preferably in social work, psychology, or behavioural sciences or equivalent, or less formal qualifications with specialised skills to perform at this level.</p>
	<p>2. Demonstrated understanding of the child protection, placement and support services and family service system, including legislative and policy framework.</p>
	<p>3. Demonstrated knowledge of, and experience in the application of relevant theoretical approaches that underpin casework practice (including theories of child attachment, development and abuse) to vulnerable children, young people and families.</p>
	<p>4. Skills and knowledge in delivering services within required timeframes and performance and compliance requirements.</p>
	<p>5. Demonstrated knowledge in coaching and mentoring of staff, and supporting the development of a positive team environment.</p>
	<p>6. Demonstrated well developed communication and problem solving skills.</p>

## 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.
- The position has been classified under the SCHADS terms and conditions, if you are a current EBA employee you will be engaged in line with the St Luke's Collective Agreement 2008.
- 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:

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Signature:

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Date:

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