

Lead Practitioner - Functional Family Therapy (FFT®)

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	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.
Duration	12 month parental leave contract
Location	Lalor office covering the North and West Regions
Reporting Relationship	This position reports directly to the Manager, FFT
Effective date	September 2020

Service Information

Anglicare Victoria's Lead Practitioner- Functional Family Therapy (FFT) role, is an exciting role which combines service delivery and leadership within an evidence based model. FFT is a program which aims to help young people and their family to repair and strengthen their relationships, improve the way they communicate and reduce conflict in the home.

FFT is a short term, assertive outreach, evidence based intervention program with an average of 12 to 20 sessions over three to five months. FFT is a strengths-based model built on a foundation of acceptance and respect. The program has supported many adolescents and their families in various multi-ethnic and Indigenous cultural contexts globally.

There are five major elements of FFT-CW, which are:

- Building a trusting relationship between the family and practitioner
- Working to reduce conflict and to increase hope and a positive family environment.
- Identifying how family interactions can affect behaviour.
- Working to improve communication and conflict management skills.
- Extending changes into other areas, such as when other people in the family's support network are brought in, e.g. extended family, teachers, youth justice workers.

FFT works primarily with young people aged 10-18 who have behavioural or emotional issues, and have been referred by youth justice, mental health, child protection, or education services.

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 covering the North/West areas of Melbourne.

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:

- Lead the team in delivering services to young people and their families including conducting risk assessment, referral problem conceptualisation, planning and supporting case direction.
- To be accountable for outcomes and service performance in conjunction with other key individuals and increase fidelity and dissemination rates of service delivery in order to improve outcomes for the young people and families worked with.
- Provide sound clinical judgment to managing risk and organisational supervision to practitioners to adhere to the FFT intervention model within the broader agency context.
- Provide services that are culturally inclusive and respectful to Aboriginal Families and to families from culturally and linguistically diverse background.
- Hold a reduced caseload to gain accreditation in the FFT[®] model and assume supervisor role from FFT LLC in Phase 2 through the completion of externship training (For those candidates with FFT experience 1 year minimum practice is required).
- Work collaboratively with key community (eg. youth justice) and internal stakeholders (eg. program manager, FFT practice leader) to ensure successful service delivery.

Key responsibilities

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

1.	Conduct and support the completion of assessments 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.	Develop interventions tailored to young people and families, using excellent written and oral communication skills, which address referral behaviours and safety risks.
3.	Work with the team to identify and overcome barriers to engagement/motivation in young people who have been referred to the service.
4.	Lead and participate in FFT case coaching with the FFT Consultant and be receptive to receiving and acting upon feedback.
5.	Record and update data management systems to meet Youth Justice and DHHS guidelines as well as agency and statutory requirements.
6.	Support the Manager 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 working relationships with Aboriginal lead agencies to ensure cultural safety in our practice and good outcomes for aboriginal children, young people and their families.
9.	Maintain positive key internal and external stakeholder relationships. 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. Excellent skills and experience in leading and developing a team environment with a shared purpose of learning, innovation and continuous improvement. 3. Extensive knowledge and experience in the child and family service system including, relevant legislative and statutory provisions and frameworks, compliance requirements and principles. 4. Demonstrated experience in, or knowledge of, family/care giver systems theory, behavioural and cognitive therapies and the application of these in working with young people and families experiencing multiple and complex challenges. 5. Excellent skills in providing case consultation and advice to complex cases, particularly around risk, safety and wellbeing assessments. 6. Advanced skills in reflective and innovative thinking, including the ability to actively seek, reflect on and apply feedback to develop practice
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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.