Position Description

Title	Parenting Children with Complex Disability Practitioner
Business unit	Targeted & Specialist Family Support, Child and Family Services South Melbourne
Location	23 High Street, Cranbourne, Victoria 3997
Employment type	Maximum term contract (to April 2027) – Full time
Reports to	Team Leader – Family Services

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We have been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We are there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We are proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land. We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

This position sits within the family services program and works to support families of children with disability in voluntary care or at risk of requiring care due to disability. In a collaborative, care team approach the program develops individualised therapeutically focused action plans for children, young people and their families where complex disability support needs are identified.

The program allows for an innovative and creative response to the needs of all family members and active exploration of a wide range of modalities and third-party providers is encouraged supporting families of children.

2. Scope

Budget: nil

People: nil

3. Relationships

Internal

- Team Leader Family Services
- Manager Child & Family Services SMA
- Uniting staff

External

- Department of Families Fairness and Housing (DFFH)
- National Disability Insurance Agency (NDIA)
- Third party service providers
- Disability Practice Advisors

4. Key responsibility areas

Service delivery

- Engage families with children who have complex disability support needs, providing case management to address a range of factors impacting on the safety and wellbeing of children and young people.
- Undertake therapeutic assessments of children and families, drawing on the Best Interests Principals.
- Assist families to navigate the NDIS, advocating for plans that contain parenting and disability supports that assist in maintaining sustainability of care or support family reunification where possible.
- Build relationships with local disability services, such as Special Disability Schools, to encourage the early identification and early support of families where the complexity of the disability support needs is likely to cause increased family pressure.
- Develop and deliver parenting strategies to support the strengthening and stabilizing of the family tailored to the individual needs of the children.
- Collaboratively liaise with professionals to support families in implementing children/young people's Behaviour Support Plans ensuring best practice is tailored and effective
- Coordinate monthly care team and professionals' meetings
- Actively seek out the voice of children and young people and advocating for their voice to be heard.
- Broker services appropriate to the family's needs in line with the Family Action Plan.
- Advocate for families to engage in identified services.
- Set priorities and manage time appropriately.
- Other projects and duties, as required.

Quality and risk

- Participate in regular supervision with their Team Leader.
- Maintain accurate and up-to-date case notes and data.
- Participate in team meetings.
- Participate in the development of individual Performance Development Plans.
- Ensure the highest quality of service provision through a commitment to organisational values, policy and procedure adherence, and maintenance of positive relationships with key stakeholders.

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.

- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e., equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
    - Based on a relationship with a current member of Uniting's workforce
    - Based on my ongoing work with another organisation

5. Person specification

Qualifications

- A degree in Disability, Social Work, Psychology or equivalent.
- Current driver's licence valid in Victoria

Experience

- Demonstrated ability as a practitioner and case manager in the disability, child, youth and family welfare field.
- Demonstrated experience engaging with families and successfully providing outreach services, sometimes in a difficult or stressful context.
- Demonstrated experience supporting children and young people with complex needs related to their disability implementing positive behaviour support
- Demonstrated experience engaging with families, sometimes in a difficult or stressful context
- Demonstrated experience providing a trauma informed approach with families experiencing shame and grief related to caring for their child with a disability.
- Demonstrated ability to assess risk for children aged 0-17
- A commitment to a family-centered approach and the family strengthening and empowerment models of practice.
- Knowledge of child development, trauma and attachment theories.
- Demonstrated understanding of the Best Interests Case Practice Model and Children, Youth and Families Act ('CYFA') 2005 and 2015 amendments.
- Experience working with DHHS Child Protection directly or in a community service setting would be beneficial.
- Demonstrated knowledge of practices to engage and assure the cultural safety of clients from a diverse range of backgrounds, including those from an Aboriginal, Torres Strait Islander or CALD background, or the LGBTI community.
- The ability to work flexible hours to meet the needs of children, young people and families.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- **Child Safety:** demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.

- **Communication skills:** well-developed written and verbal communication skills, including the ability to prepare for and conduct case plan meetings and implement agreed actions; capacity to communicate effectively and in a timely manner with a range of clients, staff, and other professionals; and an open, honest, articulate and flexible approach to communication – written and verbal; and ability to actively listen.
- **Interpersonal focus:** well-developed inter-personal skills, assertiveness, negotiation and ability to manage self and emotions in conflict situations, strong interest in people and respect for others; ability to suspend judgement.
- **Cooperative:** demonstrates team behaviours striving for co-operative and professional relationships.
- **Conscientious:** responsible, dependable, organised and persistent.
- **Open to experience**: high level self-awareness, with the ability to admit mistakes as an opportunity for reflection, learning and development.
- **Professionalism:** professional, confident, focused and clear about purpose and able to set appropriate personal boundaries.
- **Organisational skills:** demonstrated organisational, planning and time management skills
- **Computer Skills:** sound computer skills, literacy and familiarity with community services software packages.
- **Administrative skills:** including data management and program reporting.

Other requirements

- Legal eligibility to work in Australia
- A satisfactory national police records check is a condition of this position and is repeated every three years and International police check if required

6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working with Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

7. Acknowledgement

I have read, understood, and accepted the above Position Description

	Employee
Name:	
Signature:	
Date:	