

Position Description

Title	Journey to Social Inclusion (J2SI) Senior Practice Lead
Business unit	Homelessness & Community Support
Location	105 Dana Street, Ballarat Vic 3352
Employment type	Maximum term, Part-time
Reports to	Journey to Social Inclusion Team Leader

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've 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're 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're 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 overview and purpose

The Journey to Social Inclusion (J2SI) is an innovative and evidenced-based case management service for people experiencing long-term homelessness in Melbourne, Victoria. It differs from traditional homelessness services as it provides the time needed for people to access their permanent homes and have an improved quality of life and increased community connection. Staff can work intensively with small caseloads and use a combined key worker and team approach to deliver intensive individualised support for up to 3 years to each client.

The J2SI service model delivers 5 key service elements:

- Intensive case management and service coordination
- Rapid housing access and sustaining tenancies
- Trauma-informed practice
- Skills for inclusion
- Fostering independence

Sacred Heart Mission, The Salvation Army, Uniting Vic/Tas, and VincentCare Victoria have formed a consortium and successfully received funding from the Victorian Government's Early Intervention

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Investment Fund (EIIF) to deliver J2SI programs across Victoria. J2SI will also work with local ACCOs and other services to help support more people experiencing chronic homelessness.

Purpose of the Position

As part of the Practice Leadership and Development Team, the role will provide practice development and support to Services program teams through the provision of trauma informed support including clinical supervision, group reflective practice, secondary consultation, and training. The role entails delivering these activities to support strategic priorities, and activities will be prioritised accordingly.

The objectives of this position are:

- Contribute to Practice Development in partnership with the Principal Practice Lead and Service Program Managers and Coordinators.
- Provide support to direct service staff in integrating theory and practice.
- Contribute substantially to the development of practice development resources.
- Trauma-informed support, including clinical supervision, group reflective practice, secondary consultation, and training.

2. Scope

Budget: Nil

People: Nil

3. Relationships

Internal

- Senior Manager Homelessness Western
- J2SI Program Manager
- J2SI Program Team Leader
- Ballarat based Homelessness Programs
- Homelessness Advocacy and Reference Committee (HARC)

External

- Department of Families, Fairness and Housing
 - Local Community Services delivering programs suitable for client referral and support
 - Local Health Services
 - ACCOs, Community Housing providers
 - All J2SI consortia members, groups and sub-groups
 - Central Highlands Homelessness Alliance (CHHA)
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4. Key responsibility areas

Objectives and Service delivery

- Incorporate trauma-informed practice into all staff supports provided in the role.
- Provide regular, high-quality practice supervision for direct J2SI support roles.
- Provide regular group reflective practice to program teams.

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- Provide secondary consultation and advice on advanced clinical interventions to individual J2SI staff and teams on complex client presentations.
- Develop and provide tailored training to respond to team needs.
- Work within Uniting's supervision and risk management frameworks and inform Principal Practice Leader and Program Manager accordingly and as required.
- Contribute to the evaluation of Practice Development Activities.
- Attend and participate in team meetings, service planning days and J2SI all staff meetings as appropriate.
- Support the Principal Practice Lead in the provision of Practice Supervision and Reflective Practice across the J2SI team as required.
- Contribute to Practice Development in the J2SI consortium through project-based work.
- Work collaboratively with other Senior Practice Leaders in the J2SI consortium and contribute to the community of practices.
- Other duties as required.

Administration

- Ensure understanding of financial responsibilities of role and undertake required activities (e.g. budgets, expenditures, cost allocation) in accordance with current policies, procedures and systems and the application of the correct tools.
- Prepare high-quality and timely reports on the progress of J2SI for the ELC and relevant stakeholders.
- Participate in the Joint Working Group with the Victorian Government and all relevant subgroups that support the implementation of the J2SI.
- All Uniting staff are responsible for identifying areas of the strategic plan that 'add value', and for implementing and monitoring CQI initiatives. Staff are open to new ways of doing things, respond to challenges with innovative ideas and solutions and promote a continuous quality improvement culture.

Quality and risk

- Exercise a duty of care to work safely, taking reasonable care to protect your health and safety and that of your fellow workers, volunteers and clients, including following safe working procedures and instructions.
- Comply with Occupational Health and Safety policies and procedures and contribute to a safe working environment
- All SHM staff are responsible for identifying areas of the strategic plan that 'add value' and implementing and monitoring CQI initiatives. Staff are open to new ways of doing things, respond to challenges with innovative ideas and solutions and promote a continuous quality improvement culture.
- Demonstrate commitment to continuous quality improvement to enhance systems and procedures in the operations of J2SI
- Participate in regular supervision, yearly professional development and review meetings and regularly monitor individual training and development plan with line manager.
- Attend regular practice reflection and contribute to a practice culture that is open, honest and reflective

People and teams

- Develop and foster positive relationships with local services and agencies.
- Attend relevant network meetings as agreed with Manager.
- Foster and maintain positive relationships with J2SI Staff, J2SI consortium and Service partners.
- Work collaboratively with the Services Managers, Coordinators, and ELC Team.

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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 recognised Social Work/Psychology degree or equivalent
- Relevant post graduate qualification or demonstrated substantial experience in provision of practice supervision.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- Demonstrated knowledge and understanding of development, attachment, and trauma theories as they relate to homelessness
- Knowledge of at least two evidence-based therapeutic approaches to supporting recovery from trauma as relates to long-term homelessness.
- Demonstrated experience in providing trauma-informed support interventions such as practice-based supervision, group reflective practice, secondary consultation, training, and other professional development activities.
- Demonstrated ability to engage with, motivate, train and mentor teams to ensure delivery of interventions.
- Experience in leading critical reflection, applying theoretical frameworks and referring to research and literature to inform case practice and decision-making at an advanced level.
- Managing Oneself: Manages and cares for self to maintain resilience and support when working within a challenging operating environment

Desirable

- Knowledge of/an understanding of the key issues associated with homelessness

Mandatory Requirements

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- Eligibility to work in Australia
 - A current Criminal Records check.
 - International Police checks for staff who have lived outside Australia for more than 12 months within the last 10 years.
 - A current Victorian Working with Children Assessment Notice.
 - Valid driver's licence to drive in Australia.
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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: