

## POSITION DESCRIPTION

<b>Position:</b>	Senior Practitioner	
<b>Program:</b>	Intensive Family Services	
<b>Classification:</b>	SCHADS Award Level 6	
<b>Hours:</b>	Full time	<b>Hours per week:</b> 38
<b>Duration:</b>	Fixed Term	<b>End date:</b> 28 September 2018
<b>Location:</b>	Broadmeadows	
<b>Accountability:</b>	Team Leader, Intensive Family Services	
<b>Date:</b>	February 2018	

## INTRODUCTION

Anglicare Victoria offers a comprehensive network of services to young people, children and their families / caregivers living across Victoria. We seek to ensure the provision of high quality services that will bring about significant improvements in the life experience of the young people, children and families / caregivers with whom we work.

Anglicare Victoria requires that staff commit to continuing to develop their cultural competence. Anglicare Victoria is committed to equal opportunity and improved outcomes for Aboriginal peoples. Anglicare Victoria is committed to developing an official Reconciliation Action Plan that bears the Reconciliation Action Trademark.

## OVERVIEW OF PROGRAM

The Intensive Family Services response is aimed at families whose children are subject to Family Preservation or Family Reunification Orders. The intent is that Family Services will work in partnership with Child Protection (and other services where required) working intensively with families to achieve Child Protection case plan goals. Child Protection will retain case management responsibility. Family Services will support families to meet case plan goals by promoting child safety, permanency and development, as well as increasing parenting capacity and family functioning.

The Intensive Family Services response will be provided to families whose children are subject to a Family Preservation or a Family Reunification Order.

In determining allocation the following priority cohorts will be considered:

1. Families subject to first time Child Protection Orders
2. Families with children under 5 years of age
3. Aboriginal children and families
4. Children with a disability

5. Children in kinship placements (where Child Protection retain sole case management responsibility).

Inclusion of an evaluation/research component ensures that the intervention remains outcome focused and captures data to inform the evaluation as to the effectiveness of the model.

### **POSITION OBJECTIVES**

- Contribute as a member of the care team or professional network to support case planning and ongoing risk assessment.
- Work intensively with children and families, delivering effective interventions that increase parenting capacity, family functioning, achieve child safety and enhance conditions for child development. This will include a comprehensive outcomes focus for parents, carers and children including individual, social and economic outcomes.
- Document interventions used to build family functioning, family capability and promote child safety, stability, wellbeing and development for the prescribed outcomes.

### **KEY RESPONSIBILITIES**

- Establish and maintain positive and productive working relationships with Child Protection and a diverse range of other stakeholders.
- Undertake comprehensive assessment of families, which includes both a child development and systemic perspective.
- Work with families using a range of techniques and tools to help them reach the objectives on their plan. This could include working on areas such as communication, conflict resolution, problem solving and coping skills at both an individual level and as a family unit.
- Assist client families to obtain goods and services that are necessary for their ongoing viability as a family unit.
- Develop and regularly review specific goals with each family that will form the basis of the planned intervention.
- Provide genuine and empathic reflections of change observed within families.
- Undertake joint casework with other agencies involved with the family, especially Child Protection and provide secondary consultations to other professionals.
- Make an active commitment to the development and maintenance of a cohesive multi-disciplinary team and participate in staff meetings, team meetings and staff development training.
- Fulfill the program requirements regarding case records, statistics and other data collection requirements.
- Carry portfolio responsibilities in support of the program's development as defined by program management.

### **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.

### **KEY SELECTION CRITERIA**

1. A relevant tertiary qualification in social work, psychology, Early Childhood Specialist, Education and/or related behavioral sciences with a minimum of three years relevant experience.
2. Demonstrated awareness and commitment to working within the "Best Interest Principles" outlined within the *Child, Youth and Families Act 2005*.
3. Demonstrated understanding of child development and factors that can impede a child's development, including early indicators and patterns of behaviour leading to cumulative harm.
4. Demonstrated understanding and application of individual and systemic theories that underpin effective and intensive in-home family based interventions.
5. Outstanding communication skills including the ability to provide feedback to families, particularly in situations where it may be of a sensitive nature.
6. Ability to think broadly and holistically in relation to interventions to inform a systemic response in relation to client action planning, at the same time focusing on specific issues.
7. Demonstrated ability to actively engage families who may be unwilling to receive services.
8. Demonstrated ability to conduct comprehensive child focused safety and wellbeing assessments and make sound judgements in relation to prescribed actions.
9. Good organisational, time management skills, and ability to be self-directed.
10. Computer skills in Microsoft Office packages and other statistical databases such as IRIS.

### **Desirable skills, knowledge and experience**

- Sound understanding of the child protection system and child welfare work.
- Sensitivity to issues of confidentiality, gender, cultural background, disability, age and sexuality in dealing with a wide variety of client groups.

### **TERMS AND CONDITIONS**

- 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.
- 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: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_