



POSITION DESCRIPTION

Position:	Skills Coach - Treatment Foster Care Oregon (TFCO®)
Program:	Southern Division
Classification:	SCHADS Award Level 3 (Youth Worker Class 2)
Hours:	Casual Position (This position will include a mix of weekday, evening and weekend work)
Duration:	2 year trial
Location:	The incumbent will be based at the Dandenong office and required to work at key service sites across the Southern region
Accountability:	This position is directly accountable to the Team Manager TFCO®
Date:	Commencing October 2017

INTRODUCTION

At Anglicare Victoria our focus is on transforming the futures of children and young people, families and adults. Our work is based on three guiding pillars, Prevent, Protect, Empower. We offer a comprehensive network of services and 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 has an official Reconciliation Action Plan (RAP) that bears the Reconciliation Action Trademark. The RAP requires that employees continue to develop their cultural competence so as to maximise opportunities and improved outcomes for Aboriginal and Torres Strait Islander peoples.

OVERVIEW OF PROGRAM

Anglicare Victoria are introducing a transformational, evidence based program to the Victorian child welfare system – Treatment Foster Care Oregon (TFCO®).

TFCO® is an intensive short term program that works with young people, carers and a dedicated professional support team to prevent or remove young people, aged 12 – 17 years, from residential care. TFCO® is the only known empirically proven therapeutic foster care model alternative to residential care placements. This program targets young people in residential care or at risk of entering into residential care because of very serious emotional and/or behavioural difficulties.

TFCO® has a placement duration of six to nine months and uses a behaviour modification program. At the end of the placement, the young person is reunified with their biological family (including kinship care placements), or placed in lower intensity long-term foster care or permanent care.

Evidence based programs are internationally recognised as having the highest level of research, validating the beneficial outcomes for clients. They are characterised by a clearly articulated theory, comprehensive employee training manuals, model adherence measures and ongoing quality assurance systems.

The Skills Coach - Treatment Foster Care Oregon (TFCO®) is a newly created role within Anglicare Victoria within the TFCO® program, to strengthen the benefit of services to children, young people and their families in specified areas. This service provides foster carers with intensive training prior to the placement and provides the young person with wrap around care from the TFCO® team of professionals.

POSITION OBJECTIVES

Under the direction of the Team Manager TFCO®, you will be accountable for providing weekly skills coaching to young people in a TFCO® placement.

This will include:

- Completing all training as required by the program developers to gain accreditation in the Treatment Foster Care Oregon (TFCO®) model and ensure your practice adheres with the model requirements. Participate in all model program training, supervision and consultation activities.
- Provide an outcome focused service to DHHS through TFCO®, which provides a high quality service preventing children entering the OOHC system or enabling them to be reunified home.
- Work alongside internal teams to enable continual improvement to the design and implementation of service delivery.

KEY RESPONSIBILITIES

- Provide weekly skills coaching sessions to young people within a TFCO® placement. Skills coaching areas of focus are directly related to the goals of a treatment plan and may include strategic modeling, skills practice and positive reinforcement sessions.
- Skills coaches will receive training and ongoing supervision to implement a planned treatment approach during sessions.
- Skills coach will be required to document each skills coaching session in the required format and ensure they are provided to program staff in a timely manner.
- Attend weekly team meetings and engage in professional supervision with the TFCO® Team Manager.
- Report any concerns regarding the young person to the Team manager immediately, as coached.
- Ensure all contacts with clients are completed and recorded in accordance with program requirements.
- Record and update outcomes and data management systems to ensure program quality and participate in identifying performance trends, best practices and opportunities for improvement.
- Develop good working relationships with Aboriginal lead agencies to ensure cultural safety in our practice and good outcomes for Aboriginal children and young people.
- Maintain stakeholder relationships with referral sources, and coordinate services within agency and with other community providers.
- Participate in building a strong team that is built on inclusiveness and respectfulness operating with a high level of professional management in a complex and demanding environment.
- Ensure you are compliant with Quality, OHS and Risk Management systems.
- Work flexible hours, including a mix of weekdays, evenings and weekends.
- Other duties as required.

KEY SELECTION CRITERIA

The successful applicant will be able to demonstrate a high level of capacity and expertise in each of the following:

- Tertiary qualifications, preferably in social work / psychology or equivalent.
- Demonstrated understanding of and experience in the human service delivery system, with particular reference to the Child Protection and Out of Home Care system, standards and practice.
- Strong knowledge of, and demonstrated experience in working with young people who have experienced trauma.
- Demonstrated understanding of developmentally appropriate behaviour for young people, and understanding how exposure to trauma can effect this.
- Knowledge and familiarity with behaviour management principles and ways of facilitating change in young people who have experienced trauma.
- Demonstrated capacity in approaches which will assist young people with developing and building new skills.
- Demonstrated ability to work as part of a multidisciplinary team.
- An understanding of cultural contexts and the unique needs of Aboriginal children and young people.
- Good communication and organisational skills, including network development skills.

TERMS AND CONDITIONS

- 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 and must provide a Working with Children Check prior to commencement.
- A current Victorian Driver's license is essential.
- Anglicare Victoria is a member of HESTA (Health Employees Superannuation Trust). At present, we contribute 9.5% of ordinary time earnings to this fund. Staff may elect to choose their own superannuation fund.