

# Position Description

<b>Title</b>	Family Preservation & Reunification Community Connector
<b>Business Unit</b>	Child, Youth and Family Services - Northern
<b>Location</b>	648 High Street Reservoir (Hume Merri-Bek)
<b>Employment type</b>	Full Time– Maximum term until 30 June 2025
<b>Reports to</b>	Team Leader, Family Preservation and Reunification

## 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 Purpose

The Community Connector works alongside FPR practitioners to identify and create opportunities, activities, and services, tailored to children and families' health, social learning and cultural needs. In line with their identified goals and aspirations, the Community Connector will work directly with families to facilitate their access to community supports, while they are engaged in, and before they exit the FPR Response service.

The Community Connector will work with families engaged with FPR Response and with the allocated lead practitioner, at various points in the assessment, planning and support practice phases. The Community connector will work with lead practitioners and care teams to identify and prioritise young people and their families for support, to maximise the reach and value of the role, while directing efforts to those most in need.

In undertaking this function, the Community Connector will encourage personal choice and self-efficacy in supporting young people and families to pursue their own prosocial recreational interests, hobbies, and friendships, and in strengthening their connection to culture and community in ways that are meaningful to them. However, an important function of Community Connectors will be to proactively identify or create opportunities for community supports.

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Community Connectors will work with FPR practitioners and other community agencies to facilitate evidence-based group work opportunities, with an adolescent specific lens. These group sessions may be connecting to pre-existing groups within the community or facilitating and delivering tailored groups, outside of business hours, to promote engagement, connection and participation.

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## 2. Scope

**Budget:** Nil

**People:** Nil

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## 3. Relationships

### Internal

- FPRR Practitioners
- Team Leader
- Manager
- Senior Manager
- Other Uniting professionals

### External

- FPR providers in Hume Merri-bek – Mackillop Family Services; Anglicare Victoria
  - DFFH Child Protection
  - Community services
  - Child & Family Alliance
  - Other key stakeholders
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## 4. Key Responsibility Areas

### Service Delivery

- Mapping out and leveraging existing local networks and resources and brokering new relationships within all aspects of the community to create new community connections, pathways, and opportunities, including activities that relate to the young person's cultural and linguistic community.
- Establishing and maintaining a local directory of supports across health, educational, social, cultural, recreational, and vocational domains.
- Building and maintaining strong and effective relationships with local community, services, businesses, and industry.
- Working directly with young people and families to support engagement in universal services and community activities. This may involve for example:
  - Support to enrol, and warm introductions to, health services, employment services, youth specific services, education settings.
  - Support to sign up for and attend cultural or community events.
  - Support to navigate and connect with local community services such as libraries, neighbourhood houses, community gardens and kitchens, gyms and sporting clubs or short courses.
- Sourcing opportunities to connect family members with informal and formal community or peer mentors.
- Provide coaching and group-based activities to build social skills and enhance social relationships.
- The development and delivery of adolescent specific group work activities, for both young people and parents.

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- To enable sustained engagement with these community supports, and to build robust and trusting relationships with family members, the Community Connector will need to be proactive and assertive in their outreach.
- The Community Connector will need to work flexibly to support families to access community inclusion activities and events, at times suitable to them. It is expected that to do this, some elements of the role will require work outside of usual business hours, including early mornings, evenings and weekends.
- The Community Connector will provide support to all agencies and organisations providing the FPR Response across Hume Merri-Bek, including Aboriginal Community Controlled Organisations, with a focus on supporting Aboriginal children and families across the area.

### Quality and Risk

- Participate in regular supervision with Team Leader
- Undertake designated training in the Response model and contribute to implementation of service delivery models in conjunction with the Team Leader
- Maintain timely accurate case records and data reporting requirements
- Participate in relevant meetings, panels and consultations
- Support and participate in the Agency's continuous quality improvement process
- Participate in team reflective practice
- 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
- Utilise the after hours on call system when working outside of standard business hours.

### 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 and young people.
- 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 any ongoing work with another organisation

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## 5. Person Specification

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#### Qualifications

- A degree in Social Work, Psychology or a related tertiary qualification relevant to child and family welfare

#### Experience

- Demonstrated experience in the child, youth and family welfare field.
- Experience in working with vulnerable young people and families in a community services setting, especially FPR is preferred
- Demonstrated experience in engaging with families successfully and completing assertive outreach
- Demonstrated ability to assess and appropriately respond to risk for children and young people
- A commitment to the family-centered approach and the family strengthening and empowerment models of practice
- An understanding of the 'Best Interests' Case Practice Model and Children Youth and Families Act (CYFA) 2005 and 2015 amendments
- Advanced knowledge of child and adolescent development, trauma and attachment theories
- Well-developed written and verbal communication skills, including the ability to prepare for and conduct meetings and implement agreed actions

#### 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
- **Leadership:** Demonstrates authentic leadership as a senior worker within the team, committed to supporting practitioners with complex challenges
- **Consumer centeredness:** Demonstrates an awareness of and prioritises the needs of consumers; focus on optimal outcomes for consumers
- **Communication:** Open, honest, articulate and flexible approach to communication – written and verbal. The ability to actively listen.
- **Interpersonal focus:** strong interest in people and respect for others. The ability to suspend judgement.
- **Cooperative:** Demonstrates team behaviours striving for cooperative and professional relationships
- **Conscientious:** 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.
- **Administrative skills:** Excellent time management and organisational skills; good computer literacy skills including demonstrated experience in Microsoft Office
- Current driver's licence valid in Victoria

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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.**

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**7. Acknowledgement**

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

**Employee**

Name:

Signature:

Date: