FAMILY SERVICES PRACTITIONER

POSITION DESCRIPTION

HUME MORELAND INTEGRATED FAMILY SERVICES

NORTH METRO REGION

At Anglicare Victoria our focus is on transforming the futures of children, young people, families and adults. Our work is based on three guiding pillars: Prevent, Protect and Empower.

We strive to create an environment where employees feel valued and rewarded.

By living the Anglicare Victoria values and actively fostering fairness, equality, diversity and inclusion, our people make Anglicare Victoria a truly great place to work.

So come and join us at Anglicare Victoria where there is a rewarding career ready for you in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.





Position details

Position	Family Services Practitioner
Program	Hume Moreland Integrated Family Services
Classification	SCHADS Award Level 5 (Social Worker Class 2) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Full Time
Hours per week	38 (Negotiable to 30.4)
Duration	Ongoing
Fixed term end date	
Location	32 Railway Crescent, Broadmeadows 3047
Reporting Relationship	This position reports directly to the Team Leader
Effective date	October 2021

Overview of program

The purpose of Anglicare Victoria's Family Services Program is to strengthen families' capacity to meet the needs of their children. Family Services promotes the safety and wellbeing of children by supporting and empowering families to enhance parenting capacity and family functioning and therefore improve child outcomes.

Many of the families the program works with have long histories of involvement with both Child Protection and community agencies. As a result, they require flexible and innovative interventions to address multiple and complex needs, and to promote the best social, emotional, educational and health outcomes for their children. The service targets families with children newborn to 18 years living in the Hume Moreland area In the Hume Moreland area, Family Services is delivered in the context of the Hume Moreland Child and Family Services Alliance, which is an alliance of 5 agencies and DHHS. Most referrals to Family Services are from Hume Moreland Child First, which is the central intake point for families needing assistance with the care and wellbeing of children in the Hume Moreland region.

Family Services provides families with case management support within a managed case plan, designed to improve the lives of children. Practitioners work collaboratively and respectfully with children and families to build upon their existing strengths, and to enhance and develop families' skills and coping strategies. Individual family work is complemented by group work where appropriate, as well as strategies to both engage families with their communities, and for communities to be more responsive to the needs of children and their families.

Position Objectives

1.	Provide an in-home family casework service, working in partnership with families to achieve their goals aimed at enhancing children's development, parenting capacity and family functioning.
2.	Take steps to reduce risks to children's health, safety and wellbeing and that of other family members.
3.	Work with families to empower them to manage their life situation, including having a positive engagement with their community.
4.	Participate in group work, advocacy and community development as required.

Key responsibilities

The key responsibilities are as follows but are not limited to:

1.	Provide case management to clients and respond to their needs through assertive outreach and responding to crises that occur. Use a range of therapeutic techniques and approaches to engage with children, young people and families who are reluctant or ambivalent about using support services.
2.	Conduct comprehensive family assessments that identify the health, wellbeing and safety needs of the children involved, and that identify both the capacity and constraints of the families to make necessary changes.
3.	Establish a working relationship with children, young people and families which demonstrates respect and honest communication, particularly about protective concerns and consequences.
4.	Strengthen family connections, promoting positive interactions and the health, wellbeing and safety needs of children, young people and families.
5.	Promote positive parenting skills through working with families individually as well as providing group work as required.
6.	Work collaboratively with DHHS Child Protection, other professionals and families' broader social networks to ensure a coordinated approach to services for children, young people and their families.
7.	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.
8.	Fulfil requirements regarding case records and data recording. Participate in professional development activities appropriate to the position. Undertake other duties within capability as directed from time to time.

Key Selection Criteria

The Key Selection Criteria are based on role specific requirements ***and*** the Anglicare Victoria Capability Framework. Applicants are required to provide a written response to ***both*** a) and b).

a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. The five criteria are to be addressed individually (no more than 2 pages in total).

	1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and/or a related degree in behavioural sciences with experience in the relevant service stream.
	2. Demonstrated resilience to work with and support clients who have been exposed to trauma, violence or neglect.
	3. Demonstrated awareness and commitment to working within the 'Best Interest Principles' outlined within the *Child, Youth and Families Act 2005* and a sound understanding of the Victorian Child Protection system.
	4. Demonstrated experience working with families who have multiple and complex needs, utilising a child-focused family-centred approach.
	5. Demonstrated understanding and application of individual and systemic theories which underpin effective in-home family based interventions.
	6. Demonstrated ability to work collaboratively with a diverse range of stakeholders to reach the best outcomes for children, young people and families, including a demonstrated awareness of the Child Information Sharing Scheme, the Family Violence Information Sharing Scheme and the MARAM Framework.
	7. Demonstrated computer skills in Microsoft Office packages and other statistical databases such as IRIS.

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

Cultural Safety in the Workplace

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.

Conditions of employment

- 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: _____