**Practitioner - Functional Family Therapy (FFT®)**

**August 2019**

**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.

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**Position details**

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| **Position** | Practitioner - Functional Family Therapy (FFT®) |
| **Program** | Family Services |
| **Classification** | SCHADS Award Level 6 |
| **Hours** | Full Time (38 hours per week, 7.6 hours per day, Monday to Friday between 8:00am – 8:00pm).  This position requires flexibility in working hours to ensure family’s needs are met. The start and finish time of working hours may vary each week. |
| **Duration** | Permanent Full Time |
| **Location** | Southern Region |
| **Reporting**  **Relationship** | Youth Team Leader |
| **Effective date** | October 2019 |

**Service Information**

Anglicare Victoria’s Practitioner - Functional Family Therapy (FFT®) role, is a newly created role as part of the introduction of the FFT® model. This model will strengthen the benefit of services to young people and their families.

Functional Family Therapy is a short-term, evidence based intervention program with an average of 12 to 14 sessions over three to five months. FFT works primarily with young people aged 11 to 17 years who are referred by Youth Justice, Child Protection and other Youth focused services. Our organisation will be delivering one team based in Frankston covering the Bayside Peninsula and Southern areas of Melbourne.

Evidence based services 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 on-going quality assurance systems.

You will receive direct training and coaching from FFT LLC helping you to become skilled in the model.

**Position Purpose**

The Practitioner -FFT® is required to:

* Participate in all model program training, supervision and consultation activities.
* Gain accreditation in the FFT model & ensure your practice adheres to model fidelity
* Complete all case notes, reporting requirements and data entry as required
* Provide direct engagement and motivation using methods compatible with principles and practices of the specified model.

**Key responsibilities**

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

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|  | Conduct assessment including review of referral information, identifying and engaging key participants, identifying systemic risks and protective factors and developing an analysis of the problem behaviours within the ecological context and model process. |
|  | Create written phase and session plans tailored to the specific family (including linking plans to safety risks and referral behaviours and anticipated session frequency during phase). |
|  | Work with the team to identify and overcome barriers to engagement/motivation in families who have been referred to the service. |
|  | Participate in FFT coaching and be receptive to receiving and acting upon feedback. |
|  | Record and update outcomes and data management systems to meet guidelines and statutory requirements. |
|  | Work with relevant stakeholders to enable continual improvement to the design and implementation of our service delivery model to further extend our commitment to improving the lives of children, young people and their families. |
|  | Develop good working relationships with Aboriginal lead agencies to ensure cultural safety in our practice and good outcomes for aboriginal children and young people. |
| **8.** | Maintain stakeholder relationships with referral sources. Coordinate services within Anglicare Victoria and with other community providers. |
| **9.** | Identify performance trends, best practices, and opportunities for improvement. |

**What we look for - the 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:

1. The **role specific** requirements. The five criteria are to be addressed individually (no more than 2 pages in total).
2. Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the two capability groups; **Personal Qualities and** **Relationship and Outcomes.** (no more than 1 page in total).

**Key Selection Criteria**

1. **Role specific requirements.**

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| C:\Users\David.Sandison\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\GIF9U7N8\RoleSpecific_icon.jpg | 1. Tertiary qualifications, preferably in social work, psychology or behavioural sciences or equivalent. 2. Excellent understanding of the child and family service system, including legislative and policy frameworks. 3. Excellent knowledge of, and experience in the application of relevant theoretical approaches that underpin casework practice to vulnerable children, young people and families. 4. Excellent skills in providing expert case consultation and advice to complex cases, particularly around risk, safety and wellbeing assessments. 5. Sound understanding of culturally sensitive practice and is able to establish rapport and relate sensitively with Aboriginal and culturally diverse groups. |

1. **Anglicare Victoria Capability Framework**

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today’s changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.



**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 2010. Salary packaging is offered with 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
* 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.