

RAPID RESPONSE SENIOR PRACTITIONER

WESTERN REGION

POSITION DESCRIPTION

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	Rapid Response Senior Practitioner
Program	Youth and Community Services
Classification	SCHADS Award Level 6 (Social Worker Class 3) (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
Duration	Ongoing
Fixed term end date	June 30 th 2021
Location	Ballarat, Western Region
Reporting Relationship	This position reports directly to Team Leader of Rapid Response
Effective date	January 2021

Overview of program

The Rapid Response Ballarat Team compliments the suite of family supports within the Integrated Family Service Program. This program aims to prevent children being placed in out-of-home care by providing their families with short-term intensive interventions, focused on assisting families to acquire, and build important skills and knowledge, access resources and develop plans that reduce the risk to children.

The Rapid Response program primary aim is to prevent children entering Out of Home Care, and preserve families where there is a risk of having a child removed.

The Rapid Response program aims to:

- Work intensively with families where there is a child/ren who are at risk of entering OoHC.
- Preserve families through a tailored, holistic service response.
- Ensure that the family are connected to appropriate services & supports once the service has concluded as required.

Families are provided with short-term intensive interventions, focused on assisting families to acquire, and build important skills and knowledge, access resources and develop plans that reduce the risk to children.

This program complements the suite of Family Services provided by Anglicare Victoria based in the Western region.

Position Objectives

1.	Provide intensive, short-term intervention in the family home at flexible times when they are most receptive to learning that may include early mornings, evenings and weekends.
2.	Conduct behaviourally specific, interactive and holistic assessment, which includes information of family strengths, problems, needs, values, skills and potential barriers to goal attainment.
3.	Provide interventions that support families to achieve goal attainment, and avoid their children being removed and placed in out-of-home care.
4.	Work collaboratively with Child Protection, other professionals and families' broader social networks to ensure a coordinated support package is in place.
5.	Use a variety of behavioural intervention strategies to facilitate behaviour change and role model a variety of teaching methods.

Key responsibilities

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


1.	Assessment and Goal Setting: Use client-directed assessment, ongoing safety assessment and planning, domestic violence assessment, suicide assessment, and crisis planning.
2.	Behaviour Change: Use cognitive and behavioural research-based practices and behavioural interventions.
3.	Skills Development: Teach parents and children a wide variety of “life skills.” Use “teaching interaction” process including practice, feedback, and homework.
4.	Concrete Services: Provide and/or help the family access concrete goods and services that are directly related to achieving the family’s goals, while teaching them to meet these needs on their own.
5.	Community Coordination and Interactions: Coordinate, collaborate, and advocate with state, local, public, and community services and systems affecting the family, while teaching clients to advocate and access support for themselves.
6.	Immediate Response to Referral: Conduct home visit within 24 hours of referral acceptance.
7.	Flexibility and Responsiveness: Tailor services to each family’s needs, strengths, lifestyle, and culture

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).

 <p>Role Specific</p>	1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and/or related behavioural sciences at degree level with substantial experience; or associate diploma level with substantial experience in the relevant service stream, or less formal qualifications with specialised skills sufficient to perform at this level.
	2. Demonstrated ability to conduct comprehensive safety and wellbeing assessments and make sound judgments in relation to prescribed actions.
	3. Demonstrated experience in working with high needs complex families, utilizing a child focused family centred approach, experience in parenting educational programs or approaches, familiarity with a wide range of theoretical approaches to understand the experience of children and families; including motivational interviewing and social inclusion.
	4. Sound understanding of Child Protection system and child welfare work and ability to liaise and negotiate with DHHS Child Protection in relation to addressing protective concerns for children.
	5. Excellent organisational, time management skills, and ability to be self-directed.

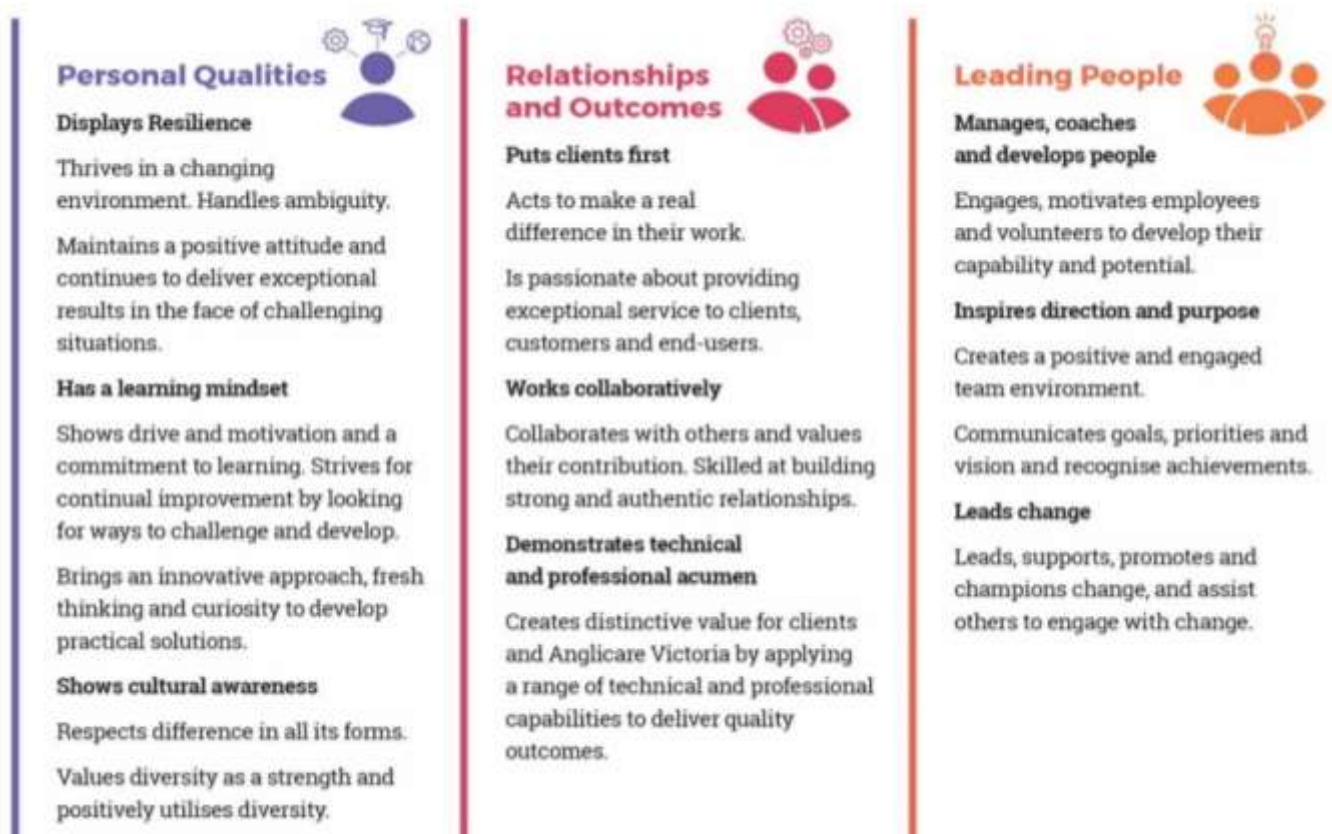
Key Selection Criteria (continued)

b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the 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).

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.



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: _____