

SENIOR WORKER - THERAPEUTIC FOSTER CARE POSITION DESCRIPTION PLACEMENT AND SUPPORT GIPPSLAND

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	Senior Worker - Case Manager
Program	Therapeutic Foster Care
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
Location	Morwell, with travel required throughout Gippsland
Reporting Relationship	This position reports directly to the Team Leader of Placement and Support
Effective date	November 2018

Overview of program

The major emphasis of Therapeutic Foster Care is the provision of high quality care based on a thorough understanding of the child. The care plan developed for each child uses this understanding to create a therapeutic environment and to enrich all interactions with the child. This will be achieved by an inclusive care team approach where carers are recognised as a vital part of the team, the provision of specialised therapeutic support and training to carers and network members, and the engagement of a volunteer support network for the child and significant others.

Position Objectives

1.	The role of the Therapeutic Foster Care Worker is to provide leadership and coordination of the care team for each child placed in Therapeutic Foster Care to achieve the best possible care for the child.
2.	The Therapeutic Foster Care Worker is primarily responsible for the support of carers and for developing and supporting a support network of carers for each child. The Therapeutic Foster Care Worker will work collaboratively with the Circle practitioners and other care team members to ensure the development of a therapeutically oriented, culturally appropriate care plan for each child.
3.	Contribution to the recruitment, assessment and training of therapeutic foster carers will occur as required. The Therapeutic Foster Care Worker contributes as a member of the Home Based Care team to the development of quality home based care programs.
4.	To ensure a high level of quality service and support is offered to foster carers.
5.	To ensure that practice procedures, as documented in program Referral Guidelines, Practice and Policy Manuals, including Department of Health and Human Services Minimum Out of Home Care Standards are followed.
6.	To be familiar with DHHS Out of Home Care, Child Protection and to comply with the relevant legislation (Children, Youth and Family Act 2005).

Key responsibilities

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

1.	Participate in program development, implementation and review of the Therapeutic Foster Care Program working collaboratively to contribute to the successful development and implementation of the program at both regional and program levels.
2.	Provide regular planned and unplanned support for the carers to assist them in providing therapeutic care and management of the child or young person in their care and work collaboratively with carers to identify, address and review their education and training needs.
3.	Provide professional supervision to the carers, on a formal and informal basis regarding the needs of the child, child's family and other key stakeholders.
4.	Establish and maintain positive relationships with the key stakeholders relevant to the therapeutic care program.
5.	Participate in the recruitment, accreditation and training of carers as required and in the annual review of carers according to program guidelines.
6.	To maintain accurate and up to date file notes, and provide other reports in relation to placements where necessary; for example, Court Reports, Post Placement Reports and Best Interest Plans.
7.	To participate in an afterhours on call roster as required and additional evening work such as client access, carer events, carer training.

Key Selection Criteria

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.

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>	<p>1. Tertiary qualification in Social Work or other relevant area with Demonstrated case work experience in Foster Care, Family Services or within the community services sector including assessment intervention strategies.</p>
	<p>2. Demonstrated understanding of the Department of Health and Human Services with a particular emphasis on the Child Protection function and the ability to develop strong working relationships within the protective services field.</p>
	<p>3. Demonstrated ability to devise, utilise and implement a range of casework and assessment intervention strategies.</p>
	<p>4. Demonstrated ability to communicate effectively with a range of people, including clients, caregivers and professional staff.</p>
	<p>5. Demonstrated ability to work under pressure, manage competing demands and respond/support a client and carer in a crisis situation.</p>

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.

Personal Qualities



Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

Relationships and Outcomes



Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

Leading People



Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.

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: _____