

FAMILY PRACTITIONER POSITION DESCRIPTION NORTH EAST METRO INTENSIVE FAMILY SERVICES NORTHERN 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 Practitioner
Program	Intensive Family 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	Part Time
Hours per week	30.4 (4 days per week) This position may require some flexibility in working hours from time to time to ensure families' needs are met
Duration	Ongoing
Location	42 Mary St Preston
Reporting Relationship	This position reports directly to the Team Leader
Effective date	September 2021

Overview of program and position

Intensive Family Services aims to maintain children safely at home through holistic, joined up family strengthening supports delivered in partnership as appropriate with Child Protection and partner agencies.

Intensive Family Services works intensively with children and families, in partnership with care teams, delivering evidence-informed interventions and practice approaches to achieve goals that promote child safety, permanency and development and which increase parenting capability and family functioning.

Like family services, the approach has a focus on family strengthening and preservation, though may also support reunification where appropriate.

The focus is on children (pre-birth to 17 years) and their families, including the following:

- Children with cumulative and escalating experiences of harm,
- Families with a history of non-engagement or early disengagement from earlier intervention services,
- Families experiencing frequent, repeated and escalating contact with crisis and statutory services, and
- Circumstances where gains achieved in previous interventions have not been maintained beyond the short term.

The target group includes, but is not exclusive to:

- Young parents,
- Parents or children with a learning disability,
- Parents with a history of care,
- Families with multiple vulnerabilities such as social isolation, mental health, substance use and/or family violence, and
- Families with multiple Reports to Child Protection.

Intensive Family Services is an outreach program provided to families living in North Eastern Melbourne (comprising the LGAs of Banyule, Darebin, Nillumbik, Whittlesea and Yarra).

Position Objectives

1.	Provide an intensive in-home family casework service with children, young people and families. Deliver evidence-informed interventions that build parenting capacity, family functioning and problem solving skills as well as community, social and economic participation, in order to achieve child safety, permanency and development and wellbeing outcomes.
2.	Take steps to reduce risks to children and young people's health, safety and wellbeing and that of other family members.
3.	Lead care team processes for assessment, planning and reviews, or contribute to these processes at times when DFFH Child Protection are involved.
4.	Work with families to empower them to manage their life situation, including having a positive engagement with their community. Explore longer-term life opportunities and aspirations of children, young people and families which include creating opportunities in lifelong learning and study; employment, mentoring and volunteering; sport, recreation or special interests; or social and community participation.

Key responsibilities

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


1.	Provide casework support to families 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 families who are reluctant or ambivalent about using support services.
2.	Conduct comprehensive family assessments to identify the health, developmental, wellbeing and safety needs of children, and which identify both the capacity and the constraints of families to make necessary changes. Establish a working relationship with children and families which demonstrates respect and honest communication, particularly about protective concerns and consequences.
3.	Develop and regularly review child and family action plans together with the active involvement of families.
4.	Work in partnership with families using a range of evidence-informed interventions and practice approaches to achieve goals that promote child safety, permanency and development and which increase parenting capability and family functioning and build problem solving skills.
5.	Work collaboratively with stakeholders, particularly DFFH Child Protection and Community-Based Child Protection, to ensure a coordinated and shared approach to services for children, young people and their families.
6.	Support reunification activities and plans where relevant, including family readiness and engagement, as well as interventions and practice approaches.
7.	Make an active commitment to the development and maintenance of a cohesive multi-disciplinary team and participate in regular supervision, staff meetings, team meetings and staff development training.
8.	Fulfil the program requirements regarding case records, statistics and other data collection requirements. 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).

 Role Specific	1. A relevant degree in Social Work, Psychology, Early Childhood Specialist and/or a related degree in behavioural sciences with a minimum of two years relevant experience.
	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 <i>Children, Youth and Families Act 2005</i> 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, including DFFH Child Protection, 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.

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:
