

# SENIOR CASE PRACTITIONER POSITION DESCRIPTION FAMILY SERVICES – CRADLE TO KINDER INNER 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**

<b>Position</b>	Senior Case Worker
<b>Program</b>	Family Services- Cradle to Kinder
<b>Classification</b>	SCHADS Award Level 6 (Social Worker Class 3)
<b>Hours</b>	Full Time
<b>Hours per week</b>	38 Hours per week
<b>Duration</b>	Ongoing
<b>Fixed term end date</b>	
<b>Location</b>	Wonthaggi
<b>Reporting Relationship</b>	This position reports directly to Family Services Team Leader
<b>Effective date</b>	December 2018

## Overview of program

The Cradle to Kinder program in Inner Gippsland is delivered through a partnership of agencies comprising Anglicare Victoria, the Queen Elizabeth Centre (QEC) and Quantum Support Services. The three agencies have a long history in planning and development of services for at risk children, young people and families in the Inner Gippsland and South Bass Coast Region and are all experienced in the implementation of services for vulnerable young mothers, fathers, their children and families.

The Cradle to Kinder (CtK) program is an intensive ante and post-natal support service to provide long term, intensive family and early parenting support for vulnerable young mothers and their children.

The target group for the Cradle to Kinder service is young pregnant women (under 25 years) where a Report to Child Protection has been received for the unborn child in circumstances where the referrer has significant concerns for the wellbeing of the unborn child, or where there are a number of vulnerabilities that indicate concern for the wellbeing of the child when born and the young woman is not yet involved with the Child Protection system.

Priority of access is given to young women who are, or have been, in out-of-home care, Aboriginal women and women who have a learning difficulty. Ideally, support to the young woman and her family commences at pregnancy and continues until the child reaches four years of age

## Position Objectives

Cradle to Kinder delivers a flexible and therapeutic orientated service to vulnerable families.

1.	Provide child-centred family focused case management and support to vulnerable families who are referred to the program from pre-birth until the child reaches 4 years of age or the family no longer requires the service.
2.	Work with families within a multidisciplinary team to build the capacity of the families to meet the child's health, safety and developmental needs and to build self-resilience through linkages to education and training.
3.	Provide a family casework service, working in partnership with families to achieve their goals: to enhance the child/children's development and family functioning, ensuring the safety of all family members including reducing risks to children's safety and wellbeing.
4.	In partnership with key stakeholders independently complete assessment of risk within the family context.
5.	To participate in community education and community development strategies that strengthens and improves the service system for excluded families

## Key responsibilities

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


1.	Use a range of techniques and approaches to engage with engage with vulnerable young families in a respectful way that is sustained until their child reached 4 years of age or when the family no longer require the service.
2.	Undertake comprehensive assessment of families, which includes both a child development and systemic perspective. Provide early parenting support in a variety of ways to enhance the parents's confidence and learning, such as in-home support, role-modeling, and group work
3.	Provide support for the parents and child to access ante-natal and post natal care, including access to easy to understand information supporting healthy and positive decisions in relation to the care of themselves and their baby.
4.	Work within a multi-disciplinary team of practitioners with various skills and expertise, such as ante-natal and post-natal services, early parenting services and maternal and child health services. Specifically, work in partnership with other partner agencies of Family Services.
5.	<p>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. Participate in regular supervision, group supervision and reflective practice both individually and as part of a team.</p> <p>Provide supervision for students on placement, and for less experienced staff as required</p>
6.	Carry portfolio responsibilities in support of the program's development and planning requirements and other duties as required.

## 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 tertiary qualifications in social work, psychology, Early Childhood Specialist Education and/or related behavioural sciences with a minimum of three years relevant experience.
	2. Demonstrated awareness and commitment to working within the “Best Interest Principles” outlines within the Child, Youth and Families Act 2005
	3. An understanding of the social context of child abuse and neglect
	4. Demonstrated ability to conduct comprehensive child focused safety and wellbeing assessments and make sound judgments in relation to prescribed actions.
	5. Demonstrated understanding and application of individual and systemic theories that underpin effective, intensive, in-home family based interventions, including motivational interviewing and social inclusion.

## 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:

---