

# CARING DADS CASE SUPPORT WORKER POSITION DESCRIPTION

## CARING DADS 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>	Case Support Worker
<b>Program</b>	Caring Dads
<b>Classification</b>	SCHADS Award Level 6 (Social Worker Class 3)
<b>Hours</b>	Part Time
<b>Hours per week</b>	22 hours per week (negotiable) with some evening work outside of normal business hours
<b>Duration</b>	Fixed Term
<b>Fixed term end date</b>	30 June 2019
<b>Location</b>	Primarily based from Morwell with travel across Inner Gippsland as required, which includes South Gippsland, Bass Coast, Baw Baw and Latrobe
<b>Reporting Relationship</b>	This position reports directly to Caring Dads Coordinator
<b>Effective date</b>	November 2018

## Overview of program

Caring Dads is an early intervention program developed in Canada by the University of Toronto and Changing Ways, for fathers who have physically abused, emotionally abused or neglected their children, or exposed their children to domestic violence or who are deemed to be at high-risk for these behaviours. Anglicare Victoria in partnership with Kids First Australia (formerly Children's Protection Society) will deliver Caring Dads across Inner Gippsland as part of a DHHS trial.

The program consists of a 17-week, empirically-based, manualized group parenting intervention for fathers, systematic outreach to mothers to ensure safety and freedom from coercion, and ongoing, collaborative case management of fathers with existing service providers and other professionals involved with men's families. Caring Dads combines elements of parenting, fathering, family violence and child protection practice to enhance the safety and well-being of children.

The Caring Dads Case Support worker will be responsible as required to observe and jointly facilitate the Caring Dads program, undertaking individual assessments of men referred to the program and collaboration with services involved with the client to manage the risks associated with the participants. This role also includes assertive outreach to mothers of children who may be involved in the program to monitor safety and offer support.

## Position Objectives

1.	Provide support for women, children, young people and families experiencing family violence; perpetrators of family violence; and families in need of support with the care, development and well-being of children.
2.	Work in conjunction with the Coordinator to plan and implement responses in relation to sector and service developments.
3.	Ensure appropriate processes are in place to enable continuous improvement of services and to promote best practice and ongoing quality improvement of the program.
4.	Ensure the program is operated in accordance with service and quality standards, program targets, DHHS service agreements, organisational policies and accepted standards of practice.
5.	Work collaboratively as part of an integrated practice approach to respond to family violence and children and family vulnerability concerns.

## Key responsibilities

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


1.	As required observe and facilitate the 17 week Caring Dads group program, providing support, consultancy and referral to other services if necessary to ensure safety for vulnerable family members.
2.	Work collaboratively with a broad range of stakeholders including relevant professionals involved with clients who are participating in the Caring Dads program or work directly with families.
3.	Carry responsibility for a range of functions within the program including but not limited to identify, assess and prioritise risk and needs of women and children, families and perpetrators.
4.	Conduct secondary consults, practice forums and shared learning activities and identify and facilitate targeted learning and development opportunities to achieve improved client outcomes.
5.	Initiate actions to address practice issues and risks, be clear about accountability and responsibility for decisions and involve participants and their families in joint problem solving, whilst monitoring impacts on outcomes.
6.	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 eight criteria are to be addressed individually (no more than 2 pages in total).

	1. A recognised degree or post graduate qualification in Social Work, Psychology, Community Services, Counselling, Casework Practice or a related field is desirable. Registration with a professional body is also desirable.
	2. Experience facilitating group work, working with complex family dynamics and varying family therapy models.
	3. Demonstrated understanding and skill in applying the relevant case practice models in undertaking assessments, decision-making, planning and interventions to respond to the client's needs.
	4. Experience in leading critical reflection, applying theoretical frameworks and referring to research and literature to inform case practice and decision-making at a superior level.
	5. Experience and understanding of the Family Violence system and theoretical frameworks.
	6. Advanced understanding of the Child Protection system and extensive experience in undertaking risk assessments and working with high risk statutory clients



## 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 three nominated capability groups; **Personal Qualities**, **Relationship and Outcomes**, and **Leading People** (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: \_\_\_\_\_