

INTENSIVE FAMILY SERVICES PRACTITIONER POSITION DESCRIPTION

FAMILY SERVICES EASTERN 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	Intensive Family Services Practitioner
Program	Family Services Program
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	Fixed Term
Fixed term end date	June 2021
Location	Eastern Region
Reporting Relationship	This position reports directly to Team Leader, Family Services
Effective date	October 2020

Overview of program

The Anglicare Family Services Program is funded by the Department of Health and Human Services (DHHS) to deliver a range of interventions to vulnerable children, youth and families. Many of these families have long histories of involvement with child protection and community agencies, and require flexible and innovative interventions to address their needs to support their safety and wellbeing.

The Family Services program covers the outer-east catchment (Yarra Ranges, Maroondah and Knox local government areas) and consists of a range of programs including Child FIRST, Family Services, Rapid Response, Intensive Family Services and Cradle to Kinder.

The Intensive Family Services program specifically focusses on delivering a placement prevention and reunification service for Child Protection clients on a Family Preservation or Family Reunification Order. The program aims to prevent an Out of Home care (OoHC) placement for children by providing families with intensive interventions, developing plans to reduce risks to children and increase the capacity of parents to provide for their safety and wellbeing. For children residing in OoHC, this program supports reunification by assisting families to create and maintain safe and nurturing home environments.

Position Objectives

1.	Actively engage children, youth and families referred to the program
2.	Provide intensive in-home interventions that improves the capacity of the families to achieve their goals, particularly the safety and wellbeing of children and young people.
3.	Undertake regular risk and needs assessments, using relevant and contemporary theory and frameworks
4.	Partner with the family and work effectively with Child Protection and the care team to develop and review action plans aimed at placement prevention or reunification.
5.	Support the family's connection with formal and informal supports and services in the community and develop collaborative working relationships with these supports
6.	Meet program, policy and legislative requirements in the program, such as partnership with Child Protection

Key responsibilities

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


1.	Actively engage (including outreach visits) children, young people and families, including those who may be resistant, by being flexible, responsive, strengths-focused and creative
2.	Conduct comprehensive risk and needs assessments using relevant and contemporary frameworks, theory and practice models that identify both the capacity and constraints of the family to make necessary changes.
3.	Provide intensive in-home interventions to families that achieves the goal of placement prevention or reunification.
4.	Link families to the community supports they require and promote a collaborative care team around the family.
5.	Work effectively with Child Protection and other services to achieve the intended goals of the family and a coordinated service response.
6.	Actively contribute to a positive and learning culture and participate in reflective practice.
7.	Fulfil program requirements regarding case recording, data collection, registration standards and other requirements

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).

	1. A relevant tertiary qualification in Social Work, Psychology and/or related behavioural science at a degree level; or associate diploma level with substantial experience in the relevant service stream, or less formal qualifications with specialised skills sufficient to perform at the required level.
	2. An excellent understanding of the social context of child abuse and neglect, the impacts of trauma and experience in applying relevant theoretical approaches to deliver outcomes, particularly for children on Child Protection orders.
	3. Experience in active engagement of vulnerable children, youth and families and delivering a range of interventions to improve their outcomes. Particular experience is required for families at risk of child removal and supporting family reunification.
	4. Excellent experience in conducting risk and needs assessments, and developing and implementing action plans to achieve desired outcomes
	5. Skills in case management, working effectively with Child Protection and supporting collaborative care teams

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:
