

Position Description

Title	Service-Wide Principal Practitioner
Business Unit	Practice Leadership Unit
Location	Level 4, 130 Lonsdale Street, Melbourne, Victoria 3001 / Hybrid
Employment type	Full time Maximum Term Contract (to 31 Dec 2025) -
Reports to	Practice Leadership & Development Manager

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We have been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We are there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We are proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

The Service-Wide Principal Practitioner leads and supports key priorities and reform in the development of practice, with a dedicated focus on implementing Uniting's Therapeutic Model of Care for Working with Children, Young People, and Families.

This is a key leadership role in driving organisational wide child safeguarding activities related to practice, working with Operations, Quality, and area based Principal Practitioners (and other practice leads) to implement and deliver practice protocols and training related to risk and child safeguarding.

The role also provides clinical oversight of the Principal Practitioner Program, providing support and practice-based supervision to area Principal Practitioners (and other practice leads) as required.

Position Description

Service-Wide Principal Practitioner

2. Scope

Budget: nil

People: nil

3. Relationships

Internal

- Practice Leadership & Development Manager
- Practice Leadership Unit team members
- Principal Practitioners (and other practice leaders)
- Operational Leaders
- Quality Team

External

- Department of Families, Fairness and Housing (DFFH) Principal Practitioners and similar positions in Community Services Organisations
-

4. Key responsibility areas

Service delivery

- Provide a practice leadership and support function to the area based Principal Practitioner programs through the provision of practice-based supervision (individual and group) and advice/consultation to area based Principal Practitioners (or other practice experts) as required.
- Provide evidence-informed and trauma-informed practice advice in relation to risk assessment and analysis, case planning and case management, and child safeguarding in the absence of a Principal Practitioner (or other practice experts) as required.
- Collaborate with Quality, Operations, and area based Principal Practitioners (or other practice experts) to drive and coordinate a whole-of-system practice-based child safeguarding culture and the necessary policies and processes.
- Collaborate with Quality, Operations, and area based Principal Practitioners (or other practice experts) to design, develop, implement, and review Uniting's approach to practice related to risk and the necessary policies and processes.
- In collaboration with Head of Practice-Based Training and Coaching provide stewardship for the Uniting Connected Case Practice Program and Safe & Together program.

Administration

- Document secondary consultations and practice advice using standardised reporting frameworks
- Prepare reports and case reviews for internal and external stakeholders clearly and competently

Quality & Continuous Improvement

- Proactively engage Operations, Practice, Quality, and People & Culture (P&C) to ensure training materials, practice advice/protocols, etc. are accurate, fit for purpose and appropriate for the audience.
- Ensure alignment of child safeguarding practice to key organisational frameworks including, the Excellence Framework.
- Collaborate with the Quality team to support teams to engage with and use all Uniting Quality and Compliance systems.
-

Position Description

Service-Wide Principal Practitioner

Legal requirements and risk management

- Ensure all legal, funder and statutory requirements pertaining to the position are met including serious incidents, reportable conduct, and mandatory reporting (child safety)
- Foster a culture where risks are identified and appropriately managed
- Report areas of serious risk to next level supervisor and work together to mitigate those risks.

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on my ongoing work with another organisation

5. Person specification

Qualifications

- Bachelor level degree in social work, psychology or related discipline (mandatory)
- Master level in social work, psychology or related discipline (desirable)
- Valid driver's licence (mandatory)

Experience

- Demonstrated knowledge of and experience in the provision of practice and/or clinical leadership within the health and/or community services sector.
- Demonstrated knowledge of and experience in providing evidence-informed and trauma-informed advice and consultation in relation to risk assessment and analysis, case planning and case management, and child safeguarding.
- Demonstrated knowledge of and experience in the analysis and communication of risk and risk-related concepts verbally and in written form.
- Demonstrated knowledge of and experience in the provision of training, coaching, reflective practice in areas of child development, complex trauma, substance misuse, and/or family violence.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- **Child Safety:** demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- **Critical Analysis, Assessment, Planning, and Intervention skills**

Position Description

Service-Wide Principal Practitioner

- Risk Assessment: gather and analyse information from multiple sources to identify, communicate, and plan for risks using trauma/evidence-informed frameworks
 - Case Review, Management, and Planning: gather and analyse information from multiple sources to develop meaningful formulation and effective case plans using trauma/evidence-informed frameworks. Monitor case progress, conduct reviews and assess outcomes.
 - Reflective Practice: critically reflect on all aspects of the work (e.g. individual, relational, systemic levels) and utilise this reflection to enhance practice and outcomes for consumers
 - **Leadership**
 - Provide practice leadership in an open, respectful, informed, proactive way, using assertiveness skills when required
 - Develop others through training, clinical supervision, coaching and consultation in a way that encourages learning and reflection
 - **Engagement and Communication skills**
 - Ability to articulate complex constructs clearly to both small groups and large audiences
 - Ability to engage stakeholders to listen to their needs, persuade, build consensus and gain cooperation to design, develop and deliver practice responses
 - **Organisational Ability**
 - Ability to manage multiple projects and initiatives, set objectives, meet deadlines, and plan ahead
 - **Strategic and Creative thinking**
 - Ability to understand organisational/programmatic goals, formulate strategies, determine priorities, adopt a short and long-term view, and recognise opportunities to accomplish practice objectives and consumer outcomes
 - Ability to think divergently to solve problems and pursue possibilities not immediately obvious
 - **Information Communication Technology skills**
 - Ability to efficiently use a range of technologies to design, develop, and deliver training/coaching solutions, including MS Office (Word, Excel, PowerPoint, Outlook), Internet/email, and video conferencing technologies.
-

6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working with Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.
