**TEAM Leader**

**Trak Forward**

**Inner east**

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.

At Anglicare Victoria we care about our employees in the same way that we care about our clients. We support and encourage our employees with a wide range of professional and personal opportunities to strengthen their overall well-being.

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.

**Position details**

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| **Position Title** | Team Leader |
| **Program** | TRAK Forward |
| **Classification** | SCHADS Award Level 7 (Social Worker Class 4)(Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award) |
| **Engagement**  | Full Time |
| **Hours per week** | 38 |
| **Duration** | Ongoing |
| **Fixed term end date** | Not Applicable  |
| **Location** | Box Hill  |
| **Reporting****Relationship** | This position reports to Program Manager, Family Violence  |
| **Effective date** | July 2022 |

**Overview of program**

TheInner East ‘TRAK Forward’ Program (Therapeutic Recovery for Adults and Kids), works in collaboration with partner agencies, Drummond Street and Relationship Matters, to work with adult and children victim-survivors of family violence. The program offers a range of both joint and separate therapeutic interventions, as recommended by the Family Violence Royal Commission.

TRAK Forward uses a trauma-informed, phased based treatment framework. Women and children have access to a key therapeutic recovery worker, therapeutic and safety focussed recovery plan, evidence based group work, 1:1 coaching (in home or in refuge), and access to ongoing peer support. In addition the program will work with men who use violence, to be accountable for their behaviour and learn to become a safe parent, including through links to programs that will address their behaviour.

**Position Objectives**

This position is to lead a therapeutic team of workers delivered in partnership between Anglicare Victoria, Drummond Street and Relationship Matters aimed to promote the recovery of parents and children who have experienced family violence. TRAK Forward uses a trauma-informed, phased based treatment framework to aid families in their recovery journey.

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|  | To provide professional support, supervision, leadership and development to staff in relation to family violence assessment and therapeutic practice. |
|  | To promote better therapeutic outcomes for children and their families through effective supervision and service coordination. |
|  | To provide senior level practice consultation, joint planning and assessment and facilitate coordinated service responses, within a child centred, whole of family framework.  |
|  | To co-ordinate the delivery of high quality programs that provides genuine and positive outcomes for clients. |
|  | To ensure the program is operated in accordance with service and quality standards, program targets, DHHS service agreement, organisational policies and accepted standards of practice. |

**Key responsibilities**

The key responsibilities include but are not limited to:

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|  | Supervision of a team of specialist group workers and child and family counsellors providing therapeutic interventions to parents and children who have experienced family violence. |
|  | Ensure standards, quality and performance of the program is maintained in line with relevant Standards and the Service Agreement. |
|  | Ensure that appropriate program procedures and processes are in place; including intake, case allocations, case planning and case review. |
|  | Develop and maintain effective external relationships with key stakeholders including the Consortium members, as well as Family Violence services, Child Protection, Police, Legal Services, Children and Family services, Health and Community Services and the Child and Family Service Alliance |
|  | Provide consultation and case direction and participate in and provide oversight to joint planning and assessment processes |
|  | Monitor the progress of cases, including the effectiveness of safety plans |
|  | Participate in group work facilitation and development, advocacy and community development as required  |

**Key Selection Criteria**

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| --- | --- |
| C:\Users\David.Sandison\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\GIF9U7N8\RoleSpecific_icon.jpg | 1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and/or related behavioural sciences at degree level with substantial experience; or associate diploma level with substantial experience in the relevant service stream, or less formal qualifications with specialised skills sufficient to perform at this level.
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| 1. Highly developed communications skills and an ability to work collaboratively with internal and external stakeholders
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| 1. Knowledge and experience in the use of current and relevant theoretical frameworks in relation to working with parents and children in the context of family violence.
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| 1. Demonstrated experience in staff supervision and development
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| 1. Demonstrated ability to lead a multi-disciplinary team and to create a positive workplace culture based on the pursuit of organisational objectives
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| 1. Skills in developing professional networks, referral pathways and working collaboratively with other professionals.
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**Child Safety**

AV is committed to protecting children and young people from all forms of harm and abuse. As an employee you are required to report any concerns raised by, or on behalf of, children and young people in accordance with mandatory reporting, reportable conduct and incident management procedures. Everyone at AV has a role to play in keeping children and young people safe.

**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 and an Employment Working with Children Check prior to commencement.
* A current Victorian Driver’s license is essential.
* In line with Anglicare Victoria’s Covid 19 Vaccination Policy all staff, students and volunteers are required to provide evidence of full vaccination against Covid-19 or provide a valid medical exemption. This requirement may be amended from time to time in line with Anglicare Victoria Policy or as directed by Chief Health Officer.

**Acceptance of Position Description requirements**

To be signed upon appointment

**Employee**

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| Name: |  |
| Signature: |  |
| Date: |  |