

SENIOR FAMILY WORKER POSITION DESCRIPTION

CHANGING FUTURES – FAMILY SERVICES SOUTHERN

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	Senior Family Worker
Program	Changing Futures
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 Hours per week
Duration	Ongoing
Fixed term end date	
Location	Southern Region – Frankston Office
Reporting Relationship	This position reports directly to Intensive Family Services Team Leader
Effective date	July 2019

Overview of program

Changing Futures is an innovative model working with vulnerable children and families who are repeatedly reported or referred to Child Protection. Intervention is focused on empowering families by building on their strengths, assisting them to experience greater social participation and inclusion, and helping equip parents with greater knowledge about their children's development and sound parenting strategies they can use to the best meet development needs

The objectives and expected outcomes for the program are:

- Parent's confidence and competence in parenting and caring for their child is strengthened
- Family relationships are strengthened, including the parent-child bond
- Families undertake vocational training or education or obtain employment
- Child health, safety, stability and developmental outcomes, including educational outcomes are optimised
- Families are connected to their communities
- Families are able to make positive changes to their lives and undertake steps towards becoming economically self-sufficient with reduced reliance on government supports
- Children are able to remain living safely at home with their family
- Reduced incidence of child protection intervention post Intensive Family Services involvement.

Position Objectives

Changing Futures will deliver a flexible outcome orientated service to isolated and vulnerable families.

1.	Changing Futures will plan, consult, deliver and measure family based interventions that are highly intensive and "hands on".
2.	Changing Futures will work pro-actively to achieve good engagement with all family members.
3.	Changing Futures will employ motivational interviewing as a core counselling approach.
4.	Children's safety and wellbeing are of paramount importance with interventions being focused on empowering families in order to meet the children's best interests.
5.	Changing Futures are generalists employing a broad range of practical and therapeutic intervention strategies to achieve best impact. This role is considered a specialisation in itself.

Key responsibilities

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


1.	Ability to actively engage and develop working relationships with families that demonstrate respectful and honest communication, particularly about protective concerns and consequences. This is benefitted by identifying motivations and reasons for change with the family through a genuine and empathic approach.
2.	Undertake comprehensive assessments of families, which includes using a risk and needs framework whilst using both a child development lens and systemic perspective.
3.	Provide intensive parenting skills development through a range of therapeutic techniques and practical “hands on” support such as role-modelling and role-playing.
4.	Work with all families members to develop appropriate communication patterns to encourage greater understanding and positive interactions.
5.	Ability to establish, and maintain positive and productive working relationships with Child Protection and other key service providers.
6.	An awareness of Aboriginal culture and society, the issues relating to Aboriginal children and family welfare and the ability to effectively communicate with Aboriginal families

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:
