

CLINICAL PRACTITIONER POSITION DESCRIPTION

CARING DADS PROGRAM WESTERN 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	Clinical Practitioner
Program	Caring Dads Program
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)
Hours	Part Time
Hours per week	30.4 per week 8 position with potential to negotiate a .7 position at 26.6hrs per week.
Duration	Fixed Term With the Possibility of an extension
Fixed term end date	June 2022
Location	Western Region, based at Werribee Office with travel for group work
Reporting Relationship	This position reports directly to the Team Leader of the Caring Dads Program
Effective date	January 2022

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 Western Region are delivering this program which is sub contracted from Kids First.

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.

Program principles emphasize the need to enhance men's motivation, promote child-centred fathering, address men's ability to engage in respectful, non-abusive co-parenting with children's mothers, recognize that children's experience of trauma will impact the rate of possible change, and work collaboratively with other service providers to ensure that children benefit (and are not unintentionally harmed) because of father's participation in the intervention.

The Caring Dads Clinical Practitioner is responsible for joint facilitation of the Caring Dads program, undertaking individual assessments of men undertaking the program, contacts with mothers and collaboration with services involved with the client to manage the risks associated with the participants.

Reporting Relationships

Internal Relationships:

- Regional Director
- Program Manager Family and Community Services
- Caring Dads Coordinator
- Caring Dads State wide Coordinator
- All staff

External Relationships:

- Regen/Kids First
- University of Toronto

Position Objectives

Outcome indicators for the Caring Dads' program include:

1.	Increased awareness of child-centred fathering
2.	Increased awareness of, and responsibility for, abusive and neglectful fathering and the impact upon children
3.	Rebuild trust with children and planning for the future
4.	Move from undermining and emotionally abusing children's mothers to supporting them
5.	Disengage from attempts to control ex-partner through children
6.	Begin to make meaningful contributions to caring for children

Key responsibilities

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


1.	Jointly facilitate the 17 week Caring Dads group program (some after 5pm group facilitation will be required).
2.	Undertake ongoing assessments and prepare final reports for program participants.
3.	Liaise with relevant professionals involved with clients who are participating in the Caring Dads program or work directly with families and link them into other services if necessary to ensure safety for vulnerable family members.
4.	Participate in the mother contacts with the coordinator of the program
5.	Participate in the community of practice with other Caring Dads facilitators in the state
6.	Completion of all program administration requirements including group work templates, assessments, care plan, care plan reviews and case notes within agency and program deadlines
7.	Participation in supervision
8.	Ability to regularly work outside business hours (evenings) relating to group delivery and flexible service to participants. The team deliver approximately 4 evening groups across the year, each program lasting for 17 weeks.

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 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.
	2. Registration with a professional body is also desirable.
	3. Experience facilitating group work particularly with male perpetrators of violence.
	4. Experience and understanding of the Family Violence system, Family Violence theoretical frameworks, advanced understanding of the Child Protection system.
	4. Extensive experience in undertaking risk assessments and working with high risk statutory clients. Demonstrated understanding and skill in applying the relevant case practice models, decision-making, planning and interventions to respond to the client's needs.

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 Licence and an Employment Working with Children Check prior to commencement.
- As an Authorised Worker the incumbent is required to comply with all Victorian Government's Chief Health Officer's COVID-19 Mandatory Directions

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name:

Signature:

Date:
