

# FAMILY PRACTITIONER POSITION DESCRIPTION

## FAMILY SERVICES

### NORTH EAST METRO 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

<b>Position</b>	Family Practitioner
<b>Program</b>	Family Services
<b>Classification</b>	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)
<b>Hours</b>	Full Time
<b>Hours per week</b>	38 hours This position requires some flexibility in working hours from time to time to ensure families' needs are met
<b>Duration</b>	Fixed Term
<b>Fixed term end date</b>	30 September 2020
<b>Location</b>	NE Metro Region – Preston office, 42 Mary Street Preston
<b>Reporting Relationship</b>	This position reports directly to the Team Leader
<b>Effective date</b>	July 2019

## Overview of program and position

The purpose of Anglicare Victoria's Family Services Program is to strengthen families' capacity to meet the needs of their children. Family Services promotes the safety and wellbeing of children by supporting and empowering families to enhance family functioning and therefore improve child outcomes.

Many of the families the program works with have long histories of involvement with both Child Protection and community agencies and as a result, they require flexible and innovative interventions to address their needs, and to promote the best social, emotional, educational and health outcomes for their children. The service targets families with children newborn to 18 years living in the North East Metro Region, which includes the LGAs of Banyule, Darebin, Nillumbik, Whittlesea and Yarra. In the North Eastern Metro Region, these services are delivered in the context of the North East Metro Child and Family Services Alliance (NEMCFSA).

This position involves working with a caseload of families consisting of some who have been allocated to Integrated Family Services (110 hrs) and others who have been accepted into Intensive Family Services (200 hrs approach).

1. Family Services provides families with case management support within a managed case plan, designed to improve the lives of children. Individual family work is complemented by group work where appropriate, as well as strategies to both engage families with their communities, and for communities to be more responsive to the needs of children and their families. Most referrals are from the Orange Door.
2. The Intensive Family Services response is provided to families whose children are subject to a Family Preservation or a Family Reunification Order. Referrals are from DHHS Child Protection. The intent is that Family Services will work in partnership with DHHS Child Protection (and other services where required) for up to 200 hours, working collaboratively and effectively with families to achieve Child Protection case plan goals. Child Protection will retain case management responsibility. The Practitioner will support families to meet case plan goals by promoting child safety, permanency and development, as well as increasing parenting capacity and family functioning. Practitioners will have a reduced caseload of Intensive Family Services cases in recognition of the level of contact with each family.

## Position Objectives

1.	Provide an in-home family casework service with children and families to deliver effective interventions which increase parenting capacity, family functioning, achieve child safety and enhance conditions for child development. This will include a comprehensive outcomes focus for parents, carers and children including individual, social and economic outcomes.
2.	Contribute as a member of the care team or professional network to support case planning and ongoing risk assessment.
3.	Work with families to empower them to manage their life situation, including having a positive engagement with their community.
4.	Document interventions used to build family functioning, family capability and promote child safety, stability, wellbeing and development for the prescribed outcomes.

## Key responsibilities

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


1.	Work in partnership with families using a range of techniques and tools to help them reach the objectives on their case plans, aimed at increasing parenting capacity and family functioning, as well as promoting child safety, permanency and development.
2.	Establish a working relationship with children and families which demonstrates respect and honest communication, particularly about protective concerns and consequences.
3.	Develop and regularly review specific goals and safety plans with each family that will form the basis of planned interventions.
4.	Use a range of therapeutic techniques and approaches to engage with children and families who are reluctant or ambivalent about using support services.
5.	Work collaboratively with stakeholders, particularly DHHS Child Protection, to ensure a coordinated and shared approach to services for children, young people and their families.
6.	Make an active commitment to the development and maintenance of a cohesive multi-disciplinary team and participate in staff meetings, team meetings and staff development training.
7.	Fulfil the program requirements regarding case records, statistics and other data collection requirements, including documenting the interventions, practice approaches and programs involved in service delivery and ongoing development of the service model. Undertake other duties within capability as directed from time to time.

## 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 seven 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, Education and/or related behavioural sciences with a minimum of three years relevant experience.
	2. Demonstrated resilience to work with and support clients who have been exposed to trauma.
	3. Demonstrated understanding of child development and factors which impede a child's development, including early indicators and patterns of behaviour leading to cumulative harm.
	4. Demonstrated experience working with families who have multiple and complex needs utilising a child-focused family-centred approach.
	5. Demonstrated ability to work collaboratively with a range of stakeholders including DHHS Child Protection, in order to reach the best outcomes for children, young people and families.
	6. Demonstrated understanding and application of individual and systemic theories which underpin effective and intensive in-home family based interventions.
	7. Demonstrated computer skills in Microsoft Office packages and other statistical databases such as IRIS.



## 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: \_\_\_\_\_