

Position Description

Title	Targeted Care Packages Case Manager
Business unit	Children, Youth and Families
Location	126 Raymond Street, Sale, Victoria 3850, with travel throughout Gippsland as required
Employment type	Permanent Full time
Reports to	Manager Care & Placement Services

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're 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

This role will focus on the delivery of Targeted Care Packages (TCPs) and Placement Prevention/Family Stability Packages to deliver a new service model for placement prevention, reunification and out of home care. The model includes two service streams:

1. Direct service delivery for families to promote family preservation where children and young people are at imminent risk of entering residential care. Generally, these cases will be case managed by Department of Families, Fairness and Housing (DFFH).
2. Case management and direct service delivery to support children and young people to exit residential care to a more appropriate placement, typically foster care or kinship care.

2. Scope

Budget: nil

People: nil

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3. Relationships

Internal

- Uniting employees / volunteers

External

- Clients and their families
 - Foster Carers
 - Child Protection
 - Government Funding Bodies
 - Other Community Service Organisations as required
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4. Key responsibility areas

Service delivery

- Participate in the delivery of a new model of service for children and young people at risk of entering or returning to residential care, or where placement breakdown is imminent
- Complete best interests assessments and implement therapeutically grounded goal focused interventions, including regular case reviews
- Provide creative, individualised and trauma informed outreach based direct support to children, young people and families to promote placement preservation and prevent placement breakdown; including includes practical support, coaching, undertaking parenting assessments and engaging in skills development.
- Ensure the voice of children and young people is central to case planning and decision making, and implement strategies to support and facilitate the participation of children and young people in their own service delivery and broader service development
- Assist children and young people to achieve better outcomes by maintaining a flexible, strengths based and problem solving approach
- Undertake comprehensive risk assessments and implement risk management strategies in conjunction with the Practice Leader and Home Based Care (HBC) team
- Ensure an active and collaborative care team approach to delivering the packages, bringing together a range of stakeholders and programs focused on a common agenda to deliver long lasting change and positive outcomes
- Work as part of a multidisciplinary, multi-agency team to develop individualised, and trauma informed responses to the needs of complex, high risk children, young people and families
- Work Collaboratively with DFFH Child Protection to address protective concerns
- Work collaboratively with families, carers and the HBC team to support placements
- Participate in Family Group Conferences and participate/facilitate Family Meetings
- Provide a culturally sensitive service that is responsive to the needs of Aboriginal children and young people
- Participate in trauma informed practice and other learning and development as required

Quality and risk

- Maintain current and accurate case notes, records and statistical information
- Undertake review and evaluation of program and professional practice
- Comply with organisational effectiveness strategies of Uniting Gippsland, including development of Business plans, personal objectives and training plans
- Ensure all administrative and reporting requirements of the program are completed and submitted to the relevant organisations within the appropriate timeframe
- Use principles of best practice to provide an innovative and responsive program

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.

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- 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

- Post-secondary qualifications in Welfare, Social Work, Child Development or relevant qualification (if Diploma level willing to study further)
- Current driver's licence valid in Victoria

Experience

- Demonstrated experience in working with children, young people, families and volunteers
- Demonstrated experience developing, implementing, monitoring and reviewing high quality, trauma informed and tailored plans to support children, young people and families to promote placement preservation or support children and young people to transition out of residential care to a more appropriate placement type
- Demonstrated expertise in one or more of the following areas: Infants, Adolescents, Child, adolescent or adult mental health, Drug and alcohol misuse, Dual diagnosis, 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
- **Teamwork:** demonstrated ability to participate in a multi-skilling learning environment and a self-managing team
- **Industry knowledge:** demonstrated knowledge of attachment and bonding and the impact of developmental trauma on children and young people; program development and review/evaluation knowledge
- **Interpersonal skills:** demonstrated ability to relate positively to a large range of people from diverse backgrounds.
- **Organisational skills:** well-developed organisational skills
- **Computer skills:** demonstrated ability to use computers efficiently including Word and Outlook

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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.
