

KEY PRACTITIONER

VILLAGE 21

NORTHERN METRO

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	Key Practitioner
Program	Village 21
Classification	SCHADS Award Level 6 (Social Worker Class 3)
Hours	Full Time
Hours per week	38 hours
Duration	Ongoing
Location	Northern Metro – Preston
Reporting Relationship	This position reports directly to Team Leader – Lead Tenant & AOD
Effective date	July 2021

Overview of Program

Village 21 is a new and innovative accommodation and support model, developed in partnership between Anglicare Victoria and Kids Under Cover. Village 21 is a cluster housing model which offers on-site housing and intensive support to young people aged 18-21 who have had an out of home care experience. The objective of the model is to ensure young people have a positive future and are skilled enough to be independent when they exit the service. Young people at Village 21 are provided with support via volunteer mentors who live on site (Independence Mentors). They also receive assistance, advocacy and education via the Key Practitioner, including 1:1 support and group workshops.

Young people are supported during their stay to develop a range of independent living skills, further develop or re-develop positive relationships with immediate and extended family and connections to the community, and continue participating in employment, education and/or training.

Position Objectives

1.	Working autonomously, and collegiately as part of the broader AOD and Transitions team, to provide an effective accommodation and support service for young people.
2.	To ensure effective and high quality case coordination through intake, service provision and service exit.
3.	To work with young people, their families and any professionals involved to ensure they are appropriately engaged and supported as per the Village 21's goals and objectives.
4.	To work towards increasing young people's independence and preparation for exiting the service into mainstream housing options or returning to family.
5.	To provide support to volunteer live-in Independence Mentors as well as informal supervision where needed. To contribute to the development and maintenance of a therapeutic and safe environment at Village 21 wherein young people's needs are effectively met.

Key Responsibilities

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


1.	To provide effective direct support and case coordination for young people in Village 21, with a focus on increasing independent living skills, positive connections with their families and community, and maintaining participation in employment, education and/or training.
2.	To work collaboratively with young people, as well as their families and any professionals involved, to ensure goals are identified, appropriate support is provided and progress is monitored.
3.	To be involved in initial intake and assessment, and providing orientation to the young people moving into Village 21.
4.	To ensure the timely reporting of maintenance issues, ensuring basic household amenities are provided for, liaising with maintenance personnel and completing relevant OHS audits, where required.
5.	To provide regular group events for the young people at Village 21, including educational workshops aimed at increasing independent living skills.
6.	To support the functioning of Village 21, including facilitating Village meetings, providing formal and informal supervision to volunteer Independence Mentors, and mediating conflict.
7.	To be available to work flexible hours as some evening work is required.

Key Selection Criteria

The Key Selection Criteria are based on role specific requirements.

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).

 <p>Role Specific</p>	<ol style="list-style-type: none"> 1. A relevant qualification in social work, youth work, welfare work and / or community development and at least two years' experience in working with young people and their families. 2. Experience in effectively engaging young people who have had an out of home care experiences and/or are at risk of homelessness. 3. Experience or knowledge in providing support / supervision and the monitoring of volunteers. 4. A sound understanding of theories relating to trauma and attachment as they relate to delivering services for young people who have suffered neglect and abuse. 5. Knowledge of the employment, education and training sectors, and housing/homelessness services. 6. Ability to facilitate group workshops and events aimed at young people. 7. Experience in working with complex family systems and family reconciliation work. 8. Experience in exit planning and knowledge of accommodation and support options available to young people leaving care.
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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 nominated 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:
