

## FAMILY PRACTITIONER - POSITION DESCRIPTION

### FUNCTIONAL FAMILY THERAPY - CHILD WELFARE NORTH CENTRAL 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>	Functional Family Therapy - Child Welfare (FFT-CW®)
<b>Classification</b>	SCHADS Award Level 6 (Social Worker Class 3)
<b>Hours</b>	Part Time Position
<b>Hours per week</b>	30.4 Hours [hours will be flexible and require working outside usual business hours to meet the needs of the family].
<b>Duration</b>	Ongoing
<b>Location</b>	Based in Bendigo – travel required as part of the role.
<b>Reporting Relationship</b>	Lead Practitioner – Functional Family Therapy - Child Welfare
<b>Effective date</b>	April 2021

## Overview of program

Functional Family Therapy through Child Welfare (FFT-CW) is an adaptation of Functional Family Therapy (FFT) which provides services to children, youth and families in child welfare settings. Functional Family Therapy through Child Welfare (FFT-CW) aims to keep families together and where possible prevent children from entering out of home care. Services in FFT-CW are based on the standard FFT model.

FFT-CW is a short term, assertive outreach, evidence based intervention program with an average of 12 to 20 sessions over three to five months. FFT-CW is a strengths-based model built on a foundation of acceptance and respect. The program has supported many adolescents and their families in various multi-ethnic and Indigenous cultural contexts globally.

The Practitioner FFT-CW is required to:

- Participate in all model program training, including group supervision and group consultation activities on a weekly basis.
- Provide assertive outreach service delivery with families in their homes, community or other appropriate settings.
- Provide services that are culturally inclusive and respectful to Aboriginal Families and to families from culturally and linguistically diverse background.
- Assess and respond to reducing risk for families using evidenced-based interventions compatible with the principles and practices of the model.
- Demonstrate compliance with agency requirements and model fidelity through clear and concise documentation and data entry.
- Contribute positively to the development of collaborative partnerships both internally and externally.

## Position Objectives

1.	Building a trusting relationship with the family. Working to increase hope and a positive family environment – extending the changes into other areas of the family's life.
2.	Identify how family interactions can affect behaviour and work to improve communication and conflict management skills.
3.	Reduction in the number of families reported to the Department of Health & Human Services, Child Protection program and the number of children and/or young people entering Out of Home Care.

## Key responsibilities

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

1.	Actively engage children, young people and their families [including those who may be resistant]; though flexible and responsive outreach visits. Undertaking assessments that identify and analyse the problem behaviours within the context of the FFT-CW model.
2.	Undertake regular risk and needs assessments; utilising the Best Interest Framework; focusing on the safety, stability and wellbeing of children and young people in their family home.
3.	With the support of the Lead Practitioner and team, create and deliver sessions that are tailored to individuals and families; using excellent written and oral communication skills that address referral behaviours and safety risks.
4.	Develop good working relationships with Aboriginal & Torres Strait Islander services, families and communities; to ensure stronger outcomes for aboriginal children and young people.


5.	Work within a collaborative care team approach with relevant internal and external stakeholders, including Child Protection to promote best outcomes for client.
6.	Make an active commitment to the development and maintenance of a learning environment and cohesive team; through active participation in team meetings, professional development, supervision, case presentations, feedback and reflective practice.
7.	Work with the FFT-CW Lead Practitioner to identify personal and team performance trends, best practices, and opportunities for improvement.
8.	Fulfil program agency, program and/or funding obligations in relation to; case load requirements, targets, case recording, data collection and providing the families with flexible service delivery hours [this may be outside normal business hours].
9.	Adhere to the Code of Conduct and other relevant policy, practice guidelines and legislative requirements.
10.	Other duties as requested by the team leader or program manager.

## 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. Demonstrated ability to conduct comprehensive safety and wellbeing assessments and work within the Best Interest Principles as outlined within the Children, Youth and Families Act 2005; with a key focus on the identification of risk for the child and/or young person.
	3. Demonstrated experience in, or knowledge of, working with young people and families experiencing multiple and complex challenges and the application of behavioural and evidence-based therapies.
	4. Demonstrated ability to practice in an inclusive and strengths based way to engage and effectively work with Aboriginal & Torres Strait Islander, CALD and LGBTIQ+ families and communities to achieve positive outcomes.
	5. Proven ability to effectively time manage caseload and documentation requirements whilst demonstrating the ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.



## 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 three nominated capability groups; **Personal Qualities**, **Relationship and Outcomes**, and **Leading People** (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:

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Signature:

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Date:

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