**Children and young persons practice leader - POSITION DESCRIPTION**

**Family Services - Orange Door**

**north central (Loddon)**

**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**

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| **Position** | Children and Young Person’s Practice Leader |
| **Program** | Family Services |
| **Classification** | SCHADS Award Level 8 (Social Worker Class 4 + HD)  St Luke’s Collective Agreement 2008 Level 8 (Social Worker)  (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award) |
| **Hours** | Full Time |
| **Hours per week** | 38 |
| **Duration** | Ongoing |
| **Fixed term end date** | N/A |
| **Location** | Based in Bendigo - travel within the Loddon region will be expected as part of the role. |
| **Reporting**  **Relationship** | This position reports directly to Family Services Program Manager |
| **Effective date** | May 2021 |

**Overview of program**

The Victorian Government has committed to implementing all 227 recommendations of the Royal Commission into Family Violence and to delivering on the vision described in Roadmap for Reform: Strong families, Safe children. A key recommendation of the Royal Commission and the Roadmap for Reform was to establish a network of Support and Safety Hubs (The Orange Door). The Orange Door will deliver a fundamental change to the way we work with women, children and families, and men.

The Orange Door will bring together different workforces and practices to create an integrated Orange Door team and a consolidated intake point creating a new way of support the Loddon community.

The Loddon Orange Door Team will comprise of staff from local Community Service Organisations and Government as key stakeholders;

* Anglicare Victoria
* Centre for Non Violence
* Bendigo & District Aboriginal Cooperative
* Njernda Aboriginal Corporation.
* Family Safety Victoria
* Department of Health & Human Services

The Statewide concept identifies that the safety of victim survivors and children will be the Orange Door’s first priority. It also recognizes that a gendered understanding of family violence and child and family vulnerability is critical to effective service and system responses. The Orange Door will be accessible, safe and welcoming to people, providing them with the access to the support and safety they may need. The Orange Door will engage perpetrators of family violence and plan interventions to hold them to account.

The Children and Young Person’s Practice Leader position will be employed by Anglicare Victoria. The position work in collaboration with the Orange Door leadership team to in the delivery of high quality, safe, inclusive and effective service responses to Victorian’s seeking support and services through the Orange Door.

The Children’s and Young Peron’s Practice Leader role will be responsible for leading clinical practice and decision making in relation to Children & Young People within the Orange Door. The role will also be responsible for building capability of practitioners to respond to infants, children and young people impacted by family violence and/or wellbeing issues in line with the Orange Door Service Model, Best Interests Case Practice Model, MARAM, Integrated Practice Framework and relevant legislative frameworks.

**Position Objectives**

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|  | Work in collaboration with the Orange Door leadership team to lead the delivery of high quality, safe and effective service responses to Victorians seeking support and services through the Loddon Orange Door. |
|  | Build the capacity of practitioners to respond to vulnerable children and young people aged 0-17 years, who are referred to the Orange Door through the provision of expert practice leadership and advice to the Orange Door workforce on complex cases. |
|  | Aligning practice with the Orange Door Service Model, Best Interests Case Practice Model, MARAM, Integrated Practice Framework and relevant legislative frameworks. |

**Key responsibilities**

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

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|  | The Children & Young Person’s Practice Leader (C&YPPL) will be confident to operate with autonomy and accountability in leading clinical practice and decision making; establishing systems and procedures that improve service delivery to infants, children and young people that guides practice and tracks progress. |
|  | Working with The Orange Door Practice Leaders, Team Leaders and Practitioners to identify and resolve clinical and practice issues as they arise, including where there are different views within the Orange Door Team |
|  | Lead, mentor and develop Orange Door staff in relation to clinical practice approaches and assessment of safety and wellbeing. Modelling approaches and behaviours integral to ethical practice, including accountability and responsibility for decision making. |
|  | Where appropriate jointly manage a small caseload of complex and/or highly sensitive cases. Co-working with and providing support [as required] for Team Leaders. |
|  | In partnership with the Orange Door Manager, Practice Leads, Team Leaders and Community Services Managers, promote and support high quality services, through continuous improvement in professional practice and the delivery of integrated Orange Door services. |
|  | Build the capability of practitioners to understand and respond appropriately to children and young people ranging from 0-17 years of age impacted by family violence and/or wellbeing issues. Aligning practice with the Orange Door Service Model, Best Interests Case Practice Model, MARAM, Integrated Practice Framework and relevant legislative frameworks. |
|  | Provide expert secondary consultation and technical input on complex cases with consideration of; risk, safety, priorities and accountability; to practitioners within the Orange Door, the Orange Door Manager and/or relevant Orange Door governance groups. |
|  | Adherence to all relevant policies, procedures, guidelines and legislation relevant to the role and ensure accurate and timely case recording, data entry and management. |
|  | Work with the other AV practice leaders within the Orange Door to oversee the management of brokerage expenditure in relation to flexible support packages. |

**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).

1. **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).

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| C:\Users\David.Sandison\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\GIF9U7N8\RoleSpecific_icon.jpg | 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 skills sufficient to perform at this level. |
| 1. Demonstrated excellence in the ability to strengthen the capacity of practitioners working with children and young people through modelling, communication, coaching and mentoring. Working collaboratively with individuals, groups and communities to drive cultural change. |
| 1. Highly developed skills in providing expert case consultation in relation the application of relevant theoretical approaches that underpin practice when working with vulnerable children, young people and their families. |
| 1. Demonstrated excellence in the delivery of high quality clinical and integrated practice; along with the ability to provide expert case consultation relating to children and young people 0-17 years of age in relation to safety and wellbeing. |
| 1. Demonstrated excellence in building, managing and maintaining strategic stakeholder partnerships that are mutually beneficial and strengthen outcomes for clients. |
|  | 1. Highly attuned and developed self-awareness and self –management skills. Including the ability to utilise feedback to build a broader understanding of own behaviour and the impact it has on others. |
|  | 1. Highly developed skills in the ability to diagnose trends, obstacles and opportunities and subsequently design and implement system changes that strengthen client outcomes. |
|  | 1. Demonstrated excellence in data entry, report writing and delivering on projects within required timeframes. |

**Key Selection Criteria (continued)**

1. **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.



**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**

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| Name: |  |
| Signature: |  |
| Date: |  |