

Practitioner - Functional Family Therapy (FFT®)

October 2020

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	Practitioner - Functional Family Therapy (FFT®)
Program	Family Services
Classification	SCHADS Award Level 6
Hours	<p>Full Time (38 hours per week, 7.6 hours per day, Monday to Friday between 8:00am – 8:00pm).</p> <p>This position requires flexibility in working hours to ensure family's needs are met. The start and finish time of working hours may vary each week.</p> <p>Part time (0.8ET or 0.9EFT) applications will also be considered</p>
Duration	Ongoing
Location	Lalor office covering the North and West Regions
Reporting Relationship	This position reports directly to the Lead Practitioner- FFT
Effective date	November 2020

Service Information

Functional Family Therapy is a short-term, evidence based intervention program that works with families for an average of three to five months. FFT works primarily with young people aged 11 to 18 years who are referred by Youth Justice. The FFT® model has been selected as part of Youth Justice supports to young people subject to Youth Justice Orders and/ or bail conditions.

There are five major elements of FFT, which are:

- Building a trusting relationship between the family and practitioner
- Working to reduce conflict and to increase hope and a positive family environment.
- Identifying how family interactions can affect behaviour.
- Working to improve communication and conflict management skills.
- Extending changes into other areas, such as when other people in the family's support network are brought in, e.g. extended family, teachers, youth justice workers.

A high proportion of the families supported by the FFT program are from culturally and linguistically diverse backgrounds, applicants who are proficient in Arabic are encouraged to apply.

Position Purpose

The Practitioner FFT is required to:

- Provide assertive outreach service delivery with families in their homes, community or other appropriate settings.
- Participate in all model program training, including group consultation activities on a weekly basis.
- Provide services that are culturally inclusive and respectful to Aboriginal Families
- 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.

Key responsibilities

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

1.	Provide assertive outreach service for young people and families which identifies and overcomes barriers to engagement and motivation through the planning and delivering of evidence-based interventions who have been referred to the service.
2.	Complete systemic assessments to identify and engage key participants, risks and protective factors and to develop an analysis of the problem behaviours within the context of the FFT model.
3.	Develop interventions tailored to young people and families, using excellent written and oral communication skills, which address referral behaviours and safety risks.
4.	Participate in FFT group consultation led by the Lead Practitioner or FFT Consultant and be open to consistent peer feedback.
5.	Record and update data management systems to meet Anglicare Victoria, Youth Justice and DHHS guidelines as well as all other statutory requirements.
6.	Work with relevant stakeholders to enable continual improvement to the implementation of our service delivery model to further extend our commitment to improving the lives of children, young people and their families
7.	Develop positive working relationships with Aboriginal agencies to ensure cultural safety in our practice and good outcomes for aboriginal children and young people.
8.	Maintain positive key internal and external stakeholder relationships. Coordinate services within Anglicare Victoria and with other community providers.
9.	Work with the FFT Lead Practitioner to identify personal and team performance trends, best practices, and opportunities for improvement.

What we look for - the 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:

- a) The **role specific** requirements. The five criteria are to be addressed individually (no more than 2 pages in total).
- b) 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).

Key Selection Criteria

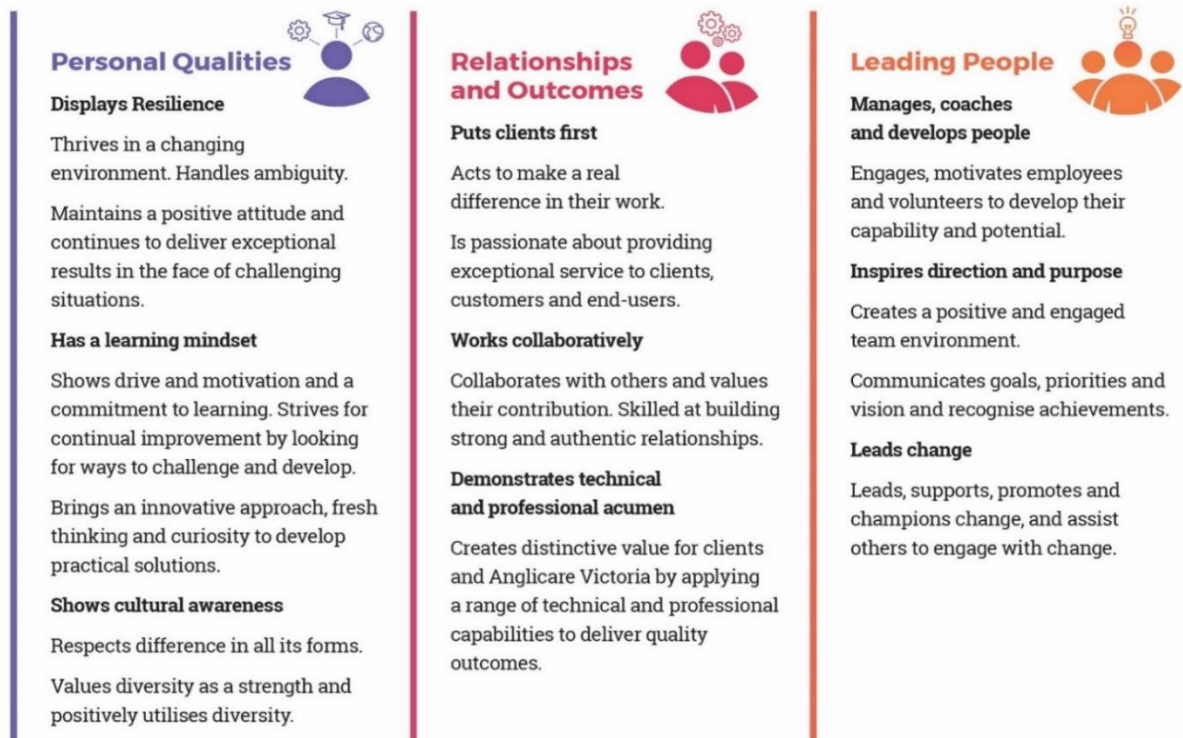
a) Role specific requirements.

 <p>Role Specific</p>	<ol style="list-style-type: none"> 1. Tertiary qualifications, preferably in social work, psychology or behavioural sciences or equivalent. 2. Experience of working with marginalised, minority and hard to reach young people and/or their families in their homes and communities. 3. Excellent understanding of the Youth Justice system as well as the child and family service system, including legislative and policy frameworks. 4. Knowledge and understanding of culturally sensitive practice and demonstrated ability to engage and effectively work with Aboriginal and culturally diverse groups. 5. Demonstrated experience in, or knowledge of, family/care giver systems theory, behavioural and cognitive therapies and the application of these in working with young people and families experiencing multiple and complex challenges. 6. Proven ability to effectively time manage caseload and documentation requirements whilst demonstrating the ability to flexibly manage competing priorities and stressful situations 7. Advanced skills in reflective and innovative thinking, including the ability to actively seek, reflect on and apply feedback to develop practice
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b) Anglicare Victoria Capability Framework

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.



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 2010. Salary packaging is offered with the position
- All offers of employment are subject to a satisfactory Criminal History Check and must provide a Working with Children Check prior to commencement.
- A current Victorian Driver's license is essential
- 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.