**Family Worker**

**hOMES FOR fAMILIES**

**Southern 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**

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| **Position** | Homes for Families Family Worker |
| **Program** | Homes for Families |
| **Classification** | SCHADS Award Level 5 (Social Worker Class 2)(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 hours per week |
| **Duration** | Fixed Term |
| **Fixed term end date** | January 2024 |
| **Location** | Southern Region |
| **Reporting****Relationship** | This position reports directly to the Homes For Families Team Leader |
| **Effective date** | January 2022 |



**Position Description**

**Overview of program**

Anglicare in collaboration with EACH Housing has been funded to provide intensive 200 hour support to families each year in the southern Region for a 24 month period.

This new exciting initiative presented by the Victorian Government – Homes Victoria and DFFH is the current extension of the Phase 1 work in the Homes 4 Families Project. Anglicare have been directly allocated funding in the South for 2 years to support the transitions of families out of hotels into two years accommodation with our family services new team/teams providing the support for these families, this is called Phase 2 of the project.

Anglicare Victoria (AV) offers flexible and tailored support services as part of the Homes 4 Families Project (H4F), Home’s Victoria and Department of Families, Fairness & Housing (DFFH) state-wide initiative. Homes 4 Families supports children and their families in creating a positive and safe environment within the family home, focusing on families remaining together in supported two year accommodation. The services within the Homes 4 Families in collaboration with EACH Housing use various approaches including early intervention and assistance strategies, targeted and specialist support and continuing care pathways. AV provides Homes 4 Families through long-term transitional support services, based on the needs of the children and their families.

The Family Worker role within the Team will be referred to as the Lead Family Worker as the role will lead the provision of case management services as a key contact for families, in collaboration with other staff within the team.

**Position Objectives**

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| 1.
 | Provide intensive Family Support to families transitioning from hotel accommodation into secure housing.  |
|  | To ensure appropriate collaborative work with other key organisations that build on existing professional relationships.  |
|  | Undertake risk and needs assessments to determine the safety and wellbeing of children and young people and their families. |
|  | Support the families’ connections with formal and informal supports and services in the community by making referrals. |
|  | Contributes to the performance monitoring and reporting requirements of the H4F program. |
|  | Record and update outcomes and data management systems to meet DFFH and Anglicare Victoria’s guidelines and statutory requirements. |

**Key responsibilities**

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

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|  | Actively engage children, young people and families by being flexible, responsive, strengths focused and creative. |
|  | Link families to the community supports they require and promote a collaborative care team around the family.  |
|  | To maintain up to date records and relevant data collection methods. |
|  | Embrace and utilise new ways of working to enhance collaboration, effectiveness and outcomes.  |
|  | To actively participate in regular supervision with the Team Leader |

**Key Selection Criteria**

The Key Selection Criteria are based on role specific requirements. Applicants can chose to provide a written response to support their application.

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 specialised skills sufficient to perform at this level.
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| 1. Highly developed communications skills and an ability to work collaboratively with internal and external stakeholders.
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| 1. Highly developed knowledge, experience and practice in working with families with complex needs.
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| 1. Skills in case management that includes developing linkages to community supports.
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| 1. Experience in conducting risk and needs assessments, and developing and implementing action plans.
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**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.
* It is mandatory for the successful applicant to hold a current Working with Children Check and be prepared to undergo a National Criminal History Check prior to commencement. AV employees are required to either be fully vaccinated against Covid 19 or have a medical exemption. AV will require evidence that you are compliant with these requirements.

**Acceptance of Position Description requirements**

To be signed upon appointment

**Employee**

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