
About Us

Anglicare Victoria works with children, young people and families. We prevent harm and empower people to overcome challenges and achieve their full potential.

We believe in families and know that with access to the right support every family can grow and achieve their goals.

We work with families towards positive change. Whether it be a helping hand in a time of crisis, or providing longer-term support and care. We partner with local communities, the private and public sectors and our donors to deliver better results.

Supporting tens of thousands of Victorians every year, our 1700+ staff and volunteers operate from more than 90 sites across the state, as well as delivering assistance online, at home and in the community. We are Victoria's largest provider of Out of Home Care and Family Services, and one of Australia's most innovative agencies in working with vulnerable children youth and families.

Family Preservation and Reunification (FPR)

Anglicare Victoria (AV) offers flexible and tailored support services as part of the Family Preservation & Reunification (FPR) Response, a Department of Families, Fairness & Housing (DFFH) state-wide initiative. FPR supports children and their families in creating a positive and safe environment within the family home, focusing on families remaining together and where children in care can return to reside with their family. The services within the FPR use various approaches including early intervention and assistance strategies, targeted and specialist support and continuing care pathways. AV provides FPR through short-term intensive support services and long-term transitional support services, based on the needs of the children and their families.

Position Specifications

The below outlines some specifics about the position:

Service Stream/Function:	Family Preservation and Reunification (FPR)
Program:	MST
Reports To:	Supervisor
Direct Reports:	N/A
Internal Stakeholders:	All relevant stakeholders to enable continual improvement to the design and implementation of our service delivery model
External Stakeholders:	MST Consultant Department of Families, Fairness and Housing
Award Classification:	SCHADS Level 7

About You (Key Selection Criteria)

Qualifications

Required:

- A 4 year degree in Social Work, or Psychology. A degree in a related field (including counselling, family/systems therapy etc.) will be considered alongside relevant experience.
- Qualifications obtained overseas are required to be assessed by the identified industry professional entities for industry relevance and alignment to the Australian Qualifications Framework.

Desirable:

- Masters qualification in Psychology, Social Work or related field preferred

Knowledge and skills

- Proven ability to conduct systemic assessments including demonstrated problem solving and analytical skills particularly in relation to developing hypotheses to explain the referred client behaviour.
- Demonstrated experience in, or knowledge of, family/care giver systems theory and interventions and behavioural and cognitive behavioural therapies and their application to working with young people and their families.
- Ability to effectively engage in peer supervision and receive robust feedback on a weekly basis.
- Demonstrated experience in planning and delivering evidence based interventions with individuals or families or systems.
- Relevant experience working with marginalised, minority and difficult to engage young people and/or their families.
- Proven ability to effectively time manage caseload and documentation requirements.

Personal Qualities

- **Initiative and accountability:** be proactive and self-starting, seize opportunities and act upon them, take responsibility for own actions.
- **Drive and commitment:** ability to lead with best practice and set a high standard; motivated and positive approach to new challenges.
- **Communication:** caters verbal and written communication styles based on the target audience.
- **Resilience:** the ability to maintain best practice while working under challenging circumstances such as working with those exposed to significant trauma.

Your Contribution (responsibilities)

The key contribution in the role are outlined below:

Role specific

- Deliver clinical services to a targeted complex caseload of young people and their families (working primarily through caregivers) including assessments, problem conceptualisation, planning and treatment.
- Adhere to the MST intervention model, establishing intensive client contact and intervention with individuals and families and working with relevant personnel from community agencies by conducting assessments of young people, their families and the social and community networks to identify risks and strengths of the systems to incorporate into a therapeutic intervention.
- Identify barriers to pro-social activities and engage family/caregivers and other key participants in change-oriented treatment to resolve or reduce barriers and achieve lasting behaviour change.
- Provide individual, family/care giver and community interventions through the flexible use of a range of evidence- based psychotherapeutic strategies on a needs basis.
- Collaborate with all relevant systems and key participants within each system to ensure their buy-in and cooperation throughout MST treatment; (i.e., child protection services, youth justice, schools, etc.) to ensure cooperation among service providers.
- Collect outcome data to monitor the efficacy of therapeutic interventions and be accountable for client outcomes, in conjunction with the MST Supervisor.
- Maintain clear and concise documentation of treatment efforts that promote peer and supervisory review and feedback, and that demonstrate compliance with MST Principles and the MST Analytic Process.
- Participate in weekly written and verbal supervision from the Clinical Supervisor and external MST Consultant and be open to consistent peer supervision and feedback.
- Develop and regularly update a Professional Development Plan that supports the MST intervention model with a flexible approach to service delivery.
- This position requires a capacity to work flexibly across 7 days and requires participation on a 24/7 on call roster.

General

- Ensure familiarity and compliance with all governance, policies and procedures.
- Adhere to all legislation, program requirements and relevant procedures relating to service provision.
- Undertake mandatory training within the required timelines. Participate in other training and development opportunities to ensure all necessary qualifications, skills, certificates and clearances are obtained to meet the position requirements.
- Maintain appropriate and accurate case notes, records, reports and data-input, in line with the service area and function/position requirements.
- Attend client meetings, team meetings, workshops and conferences, as required.
- Ensure privacy and confidentiality is upheld at all times.
- Professionally represent AV and our services at forums, meetings and training with external agencies.
- Contribute to the development of continuous improvement and initiative strategies.
- Embrace and utilise new ways of working to enhance collaboration, effectiveness and outcomes.
- Individuals may be required to undertake reasonable travel, as part of their position or duties.

It is an inherent requirement of the position to have (and commit to providing) significant flexibility to perform work outside of standard office hours in order to service the needs of the client. By accepting this position, you commit to working within the parameters of such flexible hours. Should your circumstances change, such that you can no longer commit to providing such flexibility, it is your responsibility to consult with your line manager so that suitable alternatives can be explored.

Our Commitment to Health, Safety & Wellbeing

AV is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

All AV employees, contractors and volunteers are required to:

- take reasonable care for themselves and others who may be affected by their acts or omissions
- contribute to, and be involved in, the organisation's ongoing management of health and safety activities including consultation
- follow all workplace health and safety policies and procedures implemented
- report all situations that may adversely impact on workplace health and safety
- participate in relevant health and safety training and inductions based on roles and responsibilities.

Our Commitment to Inclusion

AV strives to be an inclusive, safe and responsive organisation that promotes diversity and actively supports inclusion for people and communities identifying as, but not limited to:

- Aboriginal and Torres Strait Islander
- LGBTQI+
- people with disabilities
- people from diverse cultural and linguistic backgrounds
- people of all ages
- people with caring responsibilities
- people with diverse religious beliefs or affiliations.

All AV employees, contractors and volunteers are required to:

- take reasonable care to respect differences, to foster a workplace that is safe, healthy, positive, supportive and free from all forms of harassment, bullying and discrimination
- undertake all interactions with clients, families and co-workers in a culturally sensitive manner and take appropriate account of cultural and linguistic diversity
- address any unacceptable behaviour witnessed or experienced within the workplace directly with the individual/s responsible, if safe to do so or report to a relevant Supervisor or Manager
- participate and contribute in training, events and learning opportunities to celebrate differences, increase awareness and understanding of diversity and inclusion
- raise concerns and/or complaints in a constructive manner, including identifying possible solutions.

Our Commitment to Child Safety

AV is committed to protecting children and young people from all forms of harm and abuse.

As an employee you are required to report any concerns raised by, or on behalf of, children and young people in accordance with mandatory reporting, reportable conduct and incident management procedures. Everyone at AV has a role to play in keeping children and young people safe.

Employment Screening and Required Certificates

Anglicare Victoria conducts safety screening practices for all preferred applicants. Safety screening must be satisfied prior to formal offers of employment being made and must be kept current to ensure ongoing employment. These include but are not limited to:

- an Australian Criminal History Check
- an International Criminal History Check for those who have lived outside of Australia for longer than 12 months in the last ten years
- a Current Employee Working with Children Check
- Full Victorian Drivers Licence
- in line with Anglicare Victoria's Covid 19 Vaccination Policy all staff, students and volunteers are required to provide evidence of full vaccination against Covid 19 or provide a valid medical exemption. This requirement may be amended from time to time in line with Anglicare Victoria Policy or as directed by the Chief Health Officer.

The responsibilities listed within this document have been identified as the primary functions of the position. Additional responsibilities not listed may be required; these may change from time to time to reflect the needs of our clients and the service but will remain at the same level of responsibility aligned to this position.