

TEAM LEADER

HOME BASED CARE

EASTERN 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

Position	Team Leader
Program	Home Based Care
Classification	SCHADS Award Level 7 (Social Worker Class 4)
Hours	Full Time
Hours per week	38 hours per week
Duration	Ongoing
Location	Eastern Region based at Lilydale
Reporting Relationship	This position reports directly to Program Manager.
Effective date	January 2022

Overview of program

The Anglicare's Out of Home Care Service in the Eastern region is for children aged 0 – 18. The program provides a full continuum of overnight care options, from weekend respite to long term placements, with foster families. Key aspects of the service include recruitment, assessment and support of caregivers, working with the families of children in placement, grief and loss work, case management and fulfilling statutory obligations

Position Objectives

1.	To co-ordinate the delivery of a high quality program that provides genuine and positive outcomes for clients.
2.	To work in conjunction with the Program Manager to plan and implement responses in relation to sector and service developments.
3.	To ensure appropriate processes are in place to enable continuous improvement of services and to promote best practice and ongoing quality improvement of the program.
4.	To ensure the program is operated in accordance with service and quality standards, program targets, DHHS & related service agreements, organisational policies and accepted standards of practice.
5.	To provide ongoing support, supervision, performance management, learning and development of team members in this program.

Key responsibilities

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


1.	Ensure the delivery of program services meets client requirements and is in accordance with the service agreements and within program budget requirements.
2.	Monitor performance targets, outcomes, quality standards in service agreements, legislative and policy requirements, issues of quality of care issues, reportable conduct and complaints.
3.	Monitor program performance and outcomes through the collection and analysis of service data and implement changes to the operation of the program.
4.	Participate in the development and maintenance of quality partnerships with key agencies including the Victorian Government Department of Human Services (DHHS) and other community services providers.
5.	Participate in the professional development and recruitment of staff, including supporting a culture of reflective practice, quality supervision and coaching.
6.	Initiate and implement service improvements and participate in service redevelopment and redesign.
7.	Contribute to the preparation of the program budget and work with the Program Manager to maintain accountability for the program budget and implement corrective action as required.

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).

	1. Tertiary qualifications, preferably in social work, psychology or equivalent.
	2. Excellent understanding of the Child Protection and Out of home care placement and support services, including legislative and policy frameworks.
	3. Excellent knowledge of, and experience in the application of relevant theoretical approaches that underpin casework practice (including theories of child attachment, development and abuse) to vulnerable children, young people and families.
	4. Well-developed skills and experience in delivering programs and services within required timeframes and budget parameters.
	5. Previous experience in supervising and leading a team is highly desirable.

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:

Signature:

Date:
