

JOB DESCRIPTION

Child Protection Casework Specialist

ABOUT UNITING

Our purpose: To inspire people, enliven communities and confront injustice.

Our values: As an organisation we are **Imaginative, Respectful, Compassionate and Bold.**

At Uniting, we believe in taking real steps to make the world a better place. We work to inspire people, enliven communities and confront injustice. Our focus is always on the people we serve, no matter where they are at in their life.

Our services are in the areas of aged care, disability, child and family, community services, and chaplaincy and we get involved in social justice and advocacy issues that impact the people we serve. As an organisation we celebrate diversity and welcome all people regardless of disability, lifestyle choices, ethnicity, faith, sexual orientation or gender identity. We commit to respecting children and take action to keep them safe.

Uniting is the services and advocacy arm of the Uniting Church NSW & ACT and as such Uniting leaders understand, support and can express the mission and purpose of the Uniting Church.

ABOUT THE ROLE

Role Purpose

This role is responsible for fostering the implementation of best practice and provide direct practice based professional support and development to Intensive Family Preservation Caseworkers.

ROLE KEY ACCOUNTABILITIES

You will be an integral member of the Western Sydney Nepean and Blue Mountains (WSNMB)-Intensive Family Preservation team through the following:

- Maintain a high standard of conduct and work performance based on Uniting's values to promote our reputation with key internal and external stakeholders
- Ensure integration and collaboration across Uniting programs to deliver seamless and impactful end to end services with the clients at the centre
- Actively engage and participate in the performance management framework and review processes at Uniting
- Act in a manner which upholds and positively reflects the Uniting Code of Conduct and Ethical Behaviour
- Contribute to a culture of openness, feedback and productivity and collaboration
- Model, communicate and act in ways that are consistent with our values of Bold, Respectful, Imaginative and Compassionate.
- Prioritise the safety of yourself and others and undertake work in a safe manner in accordance with policies, procedures, and instructions (written or verbal) and in adherence to WHS policies and procedures.
- Actively contributes to a safe and supportive working environment that is inclusive of all staff through celebrating their nationality, cultural background, LGBTI status, abilities, gender and age.

As the Child Protection Casework Specialist, your role specifically will:

- Provide specialist and clinical advice to Manager and caseworkers on child protection case practice matters, child development matters and provide expert assistance in complex child protection cases.
- Have a knowledge of various group supervision models. Be highly skilled in the facilitation and in leading the implementation of a model of group supervision to groups of staff and teams to encourage reflective practice, and to support and draw out best practice.
- Facilitate practice workshops to develop the team on a range of relevant topic areas relevant to best practice in child protection
- Have superior knowledge of and capacity to demonstrate trauma informed and child protection practice.
- Coach and mentor caseworkers, model and develop case practice skills.
- Provide formal and informal ad hoc supervision for caseworks as required.
- Support the transfer of policy and research into practical casework application via role modeling and taking a lead in casework specific functions as a component of supported learning and development.
- Undertake reviews of practice, report on findings, and find solutions to improve the quality of casework practice and overall practice through professional development and quality assurance and improvement programs.
- Commit to ongoing personal professional development including attending relevant practice forums and educational opportunities as required.
- Commit to developing and maintaining networks and relationships with key relevant stakeholders and clinical experts.
- Lead initial home visits with new clients and DCJ; introduce the program, clarify goals and expectations.
- Maintain a minimum case load of 2-3 families.
- Perform Manager's responsibilities when the Manager is on leave.

Key relationships

Who	Why
Internal*	
WSNBM Intensive Family Preservation Manager	<ul style="list-style-type: none"> • Support program development and monitoring of complex child protection case management.
Uniting Practice and Quality	<ul style="list-style-type: none"> • Ongoing development of program via policies and procedures, and skill development of caseworkers
Uniting Aboriginal Strategy & Engagement	<ul style="list-style-type: none"> • Supports cultural practice within all aspects of the program via consultation for recruitment, program delivery, engagement and retention of Aboriginal workforce.
External	
Department of Communities and Justice	<ul style="list-style-type: none"> • Monitoring of risk and safety for families at high risk of having their children taken into care.

Role Dimensions

Reporting line

- This role reports to the Manager, Intensive Family Preservation Service WSNBM

Direct reports

- Nil

Essential requirements

Qualifications

- Tertiary qualifications in a social Work, Psychology, Social Science, Welfare or related discipline or equivalent.

Experience

Typically, this role will require 5 or more years' experience in your field of expertise. You will have excellent written and verbal communication skills, be organised, systematic, thorough, accurate and disciplined. You will be continuing to develop in your area of expertise and be expected to provide innovative ideas to solve problems in your discipline. It is expected that you will possess good skills at navigating a complex organisation, forging relationships, and managing through influence rather than direct authority as required.

Capabilities for the role

Your Key Capabilities		
Capability	Proficient performance looks like	Highly proficient performance looks like
People Develop and foster productive relationships	<ul style="list-style-type: none"> • Sets a positive example for others to follow • Raises and works through challenging issues in a timely way 	<ul style="list-style-type: none"> • Promotes and supports a culture of achievement and acknowledge the input of others • Demonstrates flexibility and can adapt to changing situations
Communication Communicate Effectively	<ul style="list-style-type: none"> • Actively listens to others • Acknowledges and respects culturally affirmative communication 	<ul style="list-style-type: none"> • Shares information to effectively deliver holistic and coordinated responses • Clearly and concisely articulates both written and verbal communication
Relationships Work Collaboratively	<ul style="list-style-type: none"> • Works towards positive and mutually satisfactory outcomes • Collaboratively works within a team to achieve intended goal 	<ul style="list-style-type: none"> • Finds opportunities to collaborate with internal and external parties to improve outcomes • Encourages and supports a respectful culture through engagement and participation in a team environment
Results Delivers on intended outcomes	<ul style="list-style-type: none"> • Is willing to seek input from others and share own ideas to achieve best possible outcomes 	<ul style="list-style-type: none"> • Takes responsibility for delivering on expected outcomes • Identifies issues that may hinder completion of tasks and find appropriate solutions
Safety Committed to a safe and healthy work environment	<ul style="list-style-type: none"> • Considers the care and wellbeing of others, including their emotional, mental, physical and cultural safety 	<ul style="list-style-type: none"> • Proactively holds duty of care for practice, practitioners and client safety and wellbeing

Your Key Capabilities

Capability	Proficient performance looks like	Highly proficient performance looks like
	<ul style="list-style-type: none"> Understands and works within all incident reporting obligations 	

Practice Specific Capabilities

Practice specific capabilities focus on reflective practice to ensure quality decisions in complex service delivery situations and promote continuous improvement

Capability	Proficient performance looks like	Highly proficient performance looks like
Person centred Elicit the child/young person's voice	<ul style="list-style-type: none"> Demonstrates a high level of integrity and ethical conduct Create opportunities for children and young people to tell their stories and share their opinions 	<ul style="list-style-type: none"> Communicates and acts in ways that reflect a strengths-based practice Challenge situations where others' voices are substituted for those of children and young people
Cultural awareness Identify the needs of CALD families	<ul style="list-style-type: none"> Actively seeks to deliver culturally appropriate service delivery 	<ul style="list-style-type: none"> Takes initiative to engage culturally appropriate services to support families, children and young people, within their community Is guided by families, children and young people, in pursuing culturally appropriate decision making

Aboriginal Cultural Capabilities

Aboriginal Cultural specific capabilities to focus on a client-centred culturally responsive service delivery for Aboriginal people and Communities

Capability	Proficient performance looks like	Highly proficient performance looks like
Client Centred Enhances Culturally Competent practice	<ul style="list-style-type: none"> Maintains an understanding of how practice changes impact on the delivery of our services Communicate and act in ways that reflect cultural competency 	<ul style="list-style-type: none"> Has a comprehensive understanding of the legislation and policy framework within which they operate Encourages and promotes reflective and cultural consultation practice within the team to make quality decisions in complex situations Willingness to culturally mentor and provide respectful cultural guidance in decision-making around diverse cultural identities of Aboriginal communities.
Cultural Safety and Awareness	<ul style="list-style-type: none"> Ensures effective safety and risk processes to build increasing 	<ul style="list-style-type: none"> Adapts and promotes services to better meet the needs of Aboriginal people and their communities.

Aboriginal Cultural Capabilities

Aboriginal Cultural specific capabilities to focus on a client-centred culturally responsive service delivery for Aboriginal people and Communities

Capability	Proficient performance looks like	Highly proficient performance looks like
Culturally respectful approaches	accountability in practice and ensures duty of care for Aboriginal people and their communities.	<ul style="list-style-type: none"> Respectfully manage the expectations and relationships between local Aboriginal communities
Community Builds community capacity	<ul style="list-style-type: none"> Continuously expands knowledge and resources to better meet the needs of the diverse populations 	<ul style="list-style-type: none"> Work collaboratively with services to deliver community-based approaches specific to strengthening connections in Aboriginal communities Supports and encourages staff to enhance community engagement within their own services