

Lead Practitioner - Functional Family Therapy (FFT®)

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	Lead Practitioner - Functional Family Therapy through Child Welfare (FFT-CW®)
Program	Family Services
Classification	SCHADS Award Level 7
Hours	Full Time (38 hours per week, 7.6 hours per day, Monday to Friday between 8:00am – 8:00pm). 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.
Duration	Ongoing position
Location	Bendigo – travel will be required with the role
Reporting Relationship	This position reports directly to the Program Manager
Effective date	November 2020

Service Information

Functional Family Therapy through Child Welfare (FFT-CW) is an adaptation of Functional Family Therapy (FFT) which provides services to children, youth and families in child welfare settings. FFT-CW works with families with children and young people aged between 0-18 who have been referred by child protection, education, health or mental health services. FFT-CW aims to keep families together and, where possible, prevent children from entering out-of-home care. Services in our FFT-CW are based on the standard FFT model.

FFT uses a short-term intervention approach with an average of 12 to 20 sessions over three to five months. It uses a strengths-based model built on a foundation of acceptance and respect. The program has successfully supported many adolescents and their families across a wide variety of cultures.

More than 1600 practitioners from 330 organisations provide FFT to nearly 50,000 families across the globe every year. There are more than 40 peer reviewed evaluations showing the effectiveness and cost effectiveness of the model.

There are five major elements of FFT, which are:

- Building a trusting relationship between the family and practitioner.
- Working to reduce conflict, increase motivation for change and a positive family environment.
- Identifying how family interactions can affect behavior.
- Working to improve communication and conflict management skills.
- Extending changes into other areas and family support networks, such as extended family members, teachers and youth justice workers.

Position Purpose

The Lead Practitioner - FFT® is required to:

- Lead the team in delivering services to young people and their families including conducting risk assessment, referral problem conceptualisation, planning and treatment.
- To be accountable for outcomes and service performance in conjunction with other key individuals and increase fidelity and dissemination rates of service delivery in order to improve outcomes for the young people and families worked with.
- Provide sound clinical judgment to managing risk and to adhere to the FFT-CW intervention model within the broader agency context.
- Provide services that are culturally inclusive and respectful to Aboriginal Families and to families from culturally and linguistically diverse background.
- Hold a reduced caseload to gain accreditation in the FFT® model and assume supervisor role from FFT LLC in Phase 2 through the completion of externship training (For those candidates with FFT experience 1 year minimum practice is required before completing Supervisor Training).
- Work collaboratively with key community (eg. youth justice) and internal stakeholders (eg. program manager, FFT practice leader) to ensure successful service delivery.

Key responsibilities

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


1.	Provide an 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.	Lead and participate in FFT group supervision with the FFT Consultant and be open to consistent supervision and feedback.
5.	Record and update data management systems to meet Youth Justice and DHHS guidelines and statutory requirements.
6.	Provide organisational supervision to FFT Practitioners.
7.	Work with relevant stakeholders to enable continual improvement to the design and implementation of our service delivery model to further extend our commitment to improving the lives of children, young people and their families.
8.	Develop working relationships with Aboriginal lead agencies to ensure cultural safety in our practice and good outcomes for aboriginal children, young people and their families.
9.	Maintain positive key internal and external stakeholder relationships. Coordinate services within Anglicare Victoria and with other community providers.
10.	Identify performance trends, best practices, and opportunities for improvement.

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).

 <p>Role Specific</p>	<ol style="list-style-type: none"> 1. Tertiary qualifications, preferably in social work, psychology or behavioural sciences or equivalent. 2. Excellent skills and experience in leading and developing a team environment with a shared purpose of learning, innovation and continuous improvement. 3. Excellent understanding of the child and family service system, including legislative and policy frameworks. 4. 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. 5. Excellent skills in providing case consultation and advice to complex cases, particularly around risk, safety and wellbeing assessments. 6. Ability to deliver assertive outreach services and time limited evidenced informed interventions with marginalised, minority and hard to reach young people and/or their families in their homes and communities.
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Key Selection Criteria (continued)

b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the three nominated capability groups; **Personal Qualities**, **Relationship and Outcomes**, and **Leading People** (no more than 1 page in total).

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.

Personal Qualities



Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

Relationships and Outcomes



Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

Leading People



Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.

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.