

# CHILD WELLBEING SENIOR PRACTITIONER POSITION DESCRIPTION ORANGE DOOR ST LUKE'S 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

<b>Position</b>	Senior Child Wellbeing Practitioner
<b>Program</b>	Orange Door [ChildFIRST]
<b>Classification</b>	SCHADS Award Level 6 (Social Worker Class 3)
<b>Hours</b>	Full Time
<b>Hours per week</b>	38
<b>Duration</b>	Ongoing
<b>Location</b>	Bendigo - the incumbent will be expected to work at key service sites in the St Luke's Region.
<b>Reporting Relationship</b>	This position reports directly to the program Child Wellbeing Team Leader
<b>Effective date</b>	July 2020

## Overview of program

The Victorian Government has committed to implementing all 227 recommendations of the Royal Commission into Family Violence and to delivering on the vision described in Roadmap for Reform: Strong families, Safe children. A key recommendation of the Royal Commission and the Roadmap for Reform was to establish a network of Support and Safety Hubs (The Orange Door). The Orange Door will deliver a fundamental change to the way we work with women, children and families, and men.

The Statewide concept identifies that the safety of victim survivors and children will be the Orange Door's first priority. It also recognises that a gendered understanding of family violence and child and family vulnerability is critical to effective service and system responses. The Orange Door will be accessible, safe and welcoming to people, providing them with the access to the support and safety they may need. The Orange Door will engage perpetrators of family violence and plan interventions to hold them to account

The Orange Door will bring together different workforces and practices from Community Service and Government agencies, as stakeholders, to create an integrated multi-disciplinary Orange Door team. This will ensure that the community has access to a consolidated intake point that will service the six Local Government Area's across that form the Loddon catchment area, creating a new way of support the Loddon community.

The pivotal function of the Orange Door will be to:

- Support women and children experiencing family violence, with a key focus on ensuring the safety of women, children and young people experiencing family violence.
- Ensure a focus on perpetrators of family violence, to keep them in view and hold them accountable for their behaviour.
- Receive referrals about vulnerable children (or an unborn) and their families where there are significant concerns about their well-being.
- Support a coordinated response to a range of different needs and connect service users with the most appropriate service.
- Conducting intake screening i.e. assessment of initial need/risk issues and prioritisation for service delivery in consultation with other stakeholders.
- To work in partnership with key stakeholders including the, North Central Victoria Family Services Alliance, VicPOL, Health providers and local Government.

The Child Wellbeing Senior Practitioner role is a leadership role in the team. The role will have a key responsibility for modelling, demonstrating and sharing excellence in practice. The role will be required to provide mentoring and coaching to staff, support the team leader to manage performance and compliance, and undertake complex casework.

## Position Objectives

1.	Support the Team Leader to co-ordinate the delivery of a high quality program that provides genuine and positive outcomes for clients.
2.	To work collaboratively with the Practice Leaders, Team Leaders, Program Manager & Orange Door Manager to plan and implement responses in relation to sector and service developments within the Orange Door environment.
3.	To work closely alongside and support the Practice Leaders, Team Leader and Orange Door Manager 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 work closely alongside and support the Practice Leaders, Team Leader to ensure the program is operated in accordance with service and quality standards, program targets, DHHS service agreements, organisational policies and accepted standards of practice.

## Key responsibilities

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

1.	Receive referrals into the Orange Door program and actively engage in crisis response, intake, initial assessment and provision of a range of interventions to women, children, families and men referred to the program.
	Deliver high quality services that support overall system improvement and respond to the changing needs of the women, children, families and men that receive support.
	Demonstrate practice leadership through; case-planning, complex case-management, service delivery and/or person-centred support for women, children, young people, families and men.
2.	Demonstrated ability to undertake risk and needs assessments of women, children, young people, families and men utilising tools such as the Best Interests Framework and MARAM.
3.	Demonstrated capacity to work collaboratively with Aboriginal Services for all Aboriginal and Torres Strait Islander families regarding cultural connection and identity.
4.	Ability to work closely with relevant support services to provide creative, flexible intake service responses for women, children, families and men with complex issues and who may be difficult to engage.
	Represent Anglicare Victoria and contributing to partnership with important stakeholders in government, community, and community services and take on additional portfolios.
5.	Comply with relevant agency, program and legislative requirements, including case recording and data entry requirements.
6.	Demonstrated ability to in making an active commitment to the development of an integrated working environment and the maintenance of a cohesive multi-disciplinary team through, active participation in; staff meetings, team meetings, supervision, practice discussions. Where appropriate create opportunities to guide, mentor and coach program staff.


8.	The ability to work with a matrix model of management and integrated work environment, participate in continuous improvement activities, take responsibility for key program portfolios; and where required, support the management and governance of the program.
9.	Support the Team Leader to manage the team through writing and review of reports, collection and collation of data, and using professional expertise to generate quality outcomes in line with the goals of the organisation.
	Other duties as required by the Team Leader, Program Manager and/or Orange Door Manager.

## 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).

 Role Specific	1. Tertiary qualifications, preferably in social work, psychology, or behavioural sciences or equivalent, or less formal qualifications with specialised skills to perform at this level.
	2. Demonstrated understanding of the child protection, placement and support services and family service system, including legislative and policy framework.
	3. Demonstrated 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. Skills and knowledge in delivering services within required timeframes and performance and compliance requirements.
	5. Demonstrated knowledge in coaching and mentoring of staff, and supporting the development of a positive team environment.
	6. Demonstrated well developed communication and problem solving skills.



## 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 two capability groups; **Personal Qualities and Relationship and Outcomes** (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.



## 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.
- The position has been classified under the SCHADS terms and conditions, if you are a current EBA employee you will be engaged in line with the St Luke's Collective Agreement 2008.
- 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:

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Signature:

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Date:

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