

INTEGRATED PRACTICE LEADER

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

Position	Integrated Practice Leader
Program	Orange Door
Classification	SCHADS Award Level 8 (Social Worker Class 4 + HD) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Full Time
Hours per week	38
Duration	Ongoing
Fixed term end date	N/A
Location	Based in Bendigo - travel within the Loddon region will be expected as part of the role.
Reporting Relationship	This position reports directly to Family Services Program Manager and is also accountable to the Orange Door Manager.
Effective date	June 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 Orange Door will bring together different workforces and practices to create an integrated Orange Door team and a consolidated intake point creating a new way of support the Loddon community.

The Orange Door Team will comprise of staff from local Community Service Organisations and Government as key stakeholders;

- Anglicare Victoria
- Centre for Non Violence
- Bendigo & District Aboriginal Cooperative
- Njernda Aboriginal Corporation.
- Family Safety Victoria
- Department of Health & Human Services

The Statewide concept identifies that the safety of victim survivors and children will be the Orange Door's first priority. It also recognizes 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 Integrated Practice Leader [IPL] position will be employed by Anglicare Victoria. The position will work in collaboration with the Orange Door Manager, Family Violence Practice Lead, Aboriginal Practice Lead, Community Based Senior Child Protection Workers & Orange Door Team Leaders to lead the deliver high quality, safe and effective service responses to Victorian's seeking support and services through the Orange Door.

The IPL will be responsible for driving integrated practice across the Orange Door and providing practice leadership and expert advice to The Orange Door workforce on complex cases that require an integrated and/or multi-disciplinary approach. The role will build the capability of the Orange Door workforce to deliver integrated functions and services in line The Orange Door Service Model and Integrated Practice Framework.

Position Objectives

Using a team approach; drawing on the practice skills and experience, the Integrated Practice Leader will;

1.	Work in collaboration with the Orange Door Manager, Family Violence Practice Leader, Aboriginal Practice Leader, Community Based Senior Child Protection Practitioners and Team Leaders to lead the delivery of high quality, safe and effective service responses to Victorians seeking support and services through the Loddon Orange Door.
2.	Take responsibility for driving integrated practice across the Orange Door and providing practice leadership and expert advice to the Orange Door workforce on complex cases requiring an integrated or multi-disciplinary approach.
3.	Build the capability of the Orange Door workforce to deliver integrated functions and services responding to family violence, child and family vulnerability and functioning, and perpetrator interventions, in line with the Orange Door Service Model and Integrated Practice Framework.

Key responsibilities

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


1.	The Integrated Practice Leader will be confident to operate with autonomy and accountability in leading integrated clinical practice and decision making; establishing systems and procedures to guide integrated practice and track progress.
2.	Working with The Orange Door Practice Leaders, Team Leaders and Practitioners to identify and resolve clinical and practice issues as they arise, including where there are different views within the Orange Door Team
3.	Lead, mentor and develop Orange Door staff in integrated practice approaches and behaviours integral to ethical practice, including accountability and responsibility for decision making.
4.	Where appropriate jointly manage a small caseload of complex and/or highly sensitive cases. Co-working with and providing support [as required] for Team Leaders.
5.	In partnership with the Orange Door Manager, Practice Leaders, Team Leaders and Community Services Managers, promote and support high quality services, through continuous improvement in professional practice and the delivery of integrated Orange Door services.
6.	Build capability of practitioners to deliver integrated functions and services responding to family violence, perpetrator interventions, and child and family development, and functioning in line with the Orange Doors Service Model, Integrated Practice Framework and relevant legislative frameworks.
7.	Provide secondary consultation and technical input on complex cases with consideration of; risk, safety, priorities and accountability; to practitioners within the Orange Door, the Orange Door Manager and/or relevant Orange Door governance groups.

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>1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and/or related behavioural sciences at degree level with substantial experience; or associate diploma level with substantial experience in the relevant service stream, or less formal qualifications with skills sufficient to perform at this level.</p>
	<p>2. Works collaboratively to drive cultural change: has a clear concept of the culture required to achieve integrated practice and clinical excellence; designs and delivers innovative practices that enhance integrated practice and promote quality clinical standards; understands how to build and establish effective practice cultures; identifies change required, describes reasons for it and engages people who can deliver the change.</p>
	<p>3. Expert knowledge and experience working in clinical and social services management roles: has established expertise and capability to lead and embed integrated practice and quality clinical practice; has demonstrated experience in risk assessment and risk management; has demonstrated cross-sectoral expertise in relevant disciplines, including but not limited to a knowledge of the drivers/causes of family violence, child development, attachment and trauma theories; has deep understanding of the role of the law and legal system in the context of responding to family violence and vulnerable children and families.</p>
	<p>4. Stakeholder partnerships: identifies issues in common for one or more stakeholders and uses to build mutually beneficial partnerships; identifies and responds to stakeholder's</p>

	<p>underlying needs; uses understanding of the stakeholder's organisational context to ensure outcomes are achieved; finds innovative solutions to resolve stakeholder issues.</p>
	<p>5. Self-management: invites feedback on own behaviour and impact; uses new knowledge or information about self to build a broader understanding of own behaviour and the impact it has on others; understands strong emotional reactions and seeks ways to more effectively manage them.</p>
	<p>6. Systems thinking: diagnoses trends, obstacles and opportunities in the internal and external environment; understands the linkages between natural systems and communities to inform policy; conceptualises and defines the systems working within the organisation.</p>

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.

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: _____