

# Position Description

<b>Title</b>	Family Services Practitioner
<b>Business unit</b>	Child and Family Services, Southern Melbourne
<b>Location</b>	211 Chapel St Prahran, Victoria 3181 and other locations as required
<b>Employment type</b>	Full Time   Ongoing
<b>Reports to</b>	Team Leader – Family Services

## About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We have been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We are there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We are proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia’s First Peoples and as the traditional owners and custodians of this land. We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

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

**Our values:** We are imaginative, respectful, compassionate and bold

### 1. Position purpose

The Practitioner is responsible for developing Family Action Plans, Safety Plans and making referrals to other services, as well as medium to long term case management, therapeutic casework, advocacy and support to client families.

### 2. Scope

**Budget:** nil

**People:** nil

### 3. Relationships

#### Internal

- Team Leader
- Manager Family Preservation and Reunification and Child & Family Services BPA
- Senior Manager Child Youth & Families South – Targeted & Specialist Family Support

## Position Description

### Family Services Practitioner

- Other Uniting Team Leaders and staff

#### External

- DFFH Child Protection
  - BPA Orange Door
  - Individual and Child Family Services Alliance
  - Other key stakeholders
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## 4. Key responsibility areas

### Service delivery

- Provide casework to families
- Identify and assess risk to children and young people and develop safety plans accordingly
- Liaise with Child Protection
- Demonstrate assertive outreach to hard-to-reach families
- Develop collaborative relationships with other agencies providing client services
- Liaise with schools and network service providers
- Advocate for families to needed services
- Provide support and service to families "in holding" in times of high demand
- Other projects and duties, as required

### Administration

- Prepare reports, service documents and maintain accurate and up-to-date case notes
- Broker services appropriate to the family's needs
- Participate in regular supervision with supervisor
- Set priorities and manage time appropriately

### Quality and risk

- Undertake risk and needs assessments of children and families
- Raise and report any concerns about Child Safety immediately

### Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e., equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
  - Based on a relationship with a current member of Uniting's workforce
  - Based on my ongoing work with another organisation

## Position Description

### Family Services Practitioner

## 5. Person specification

### Qualifications

- A degree in Social Work, Psychology or a related tertiary qualification relevant to child and family welfare
- Current driver's licence valid in Victoria

### Experience

- Demonstrated ability as a practitioner in the child, youth and family welfare field
- Demonstrated ability to identify, assess and manage risk to children, youth and families including use of MARAM
- A commitment to the family-centered approach and the family strengthening and empowerment models of practice
- An understanding of the 'Best Interests' framework and Children Youth and Families Act (CYFA) 2005 is desirable
- Proven ability to engage families and to provide outreach services, sometimes in a difficult or stressful context
- Demonstrated ability to work flexibly to meet the current needs of families, young people and children
- Proven ability to work collaboratively with families to meet and achieve goals that facilitate safe and nurturing environments for children and young people including developing action plans
- Demonstrated knowledge of practices to engage and assure the cultural safety of clients from a diverse range of backgrounds, including those from an Aboriginal, Torres Strait Islander or CALD background, or the LGBTIQ+ community

### Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- **Child Safety:** demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- **Communication skills:** well-developed written and verbal communication skills, including the ability to prepare for and conduct case plan meetings and implement agreed actions; and an open, honest, articulate and flexible approach to communication – written and verbal; and ability to actively listen.
- **Interpersonal focus:** strong interest in people and respect for others; ability to suspend judgement.
- **Cooperative:** demonstrates team behaviours striving for co-operative and professional relationships.
- **Conscientious:** responsible, dependable, organised and persistent.
- **Open to experience:** high level self-awareness, with the ability to admit mistakes as an opportunity for reflection, learning and development.
- **Professionalism:** professional, confident, focused and clear about purpose and able to set appropriate personal boundaries.
- **Organisational skills:** demonstrated organisational and time management skills
- **Computer Skills:** sound computer skills, literacy and familiarity with community services software packages.

### Other requirements

- Legal eligibility to work in Australia
- A satisfactory national police records check is a condition of this position and is repeated every three years and International police check if required

## Position Description

### Family Services Practitioner

#### 6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

**This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.**

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