

POSITION DESCRIPTION

Position:	FAMILY SERVICES PRACTITIONER
Program:	Choices Program and Yarraville Family Services
Classification:	SCHADS Award Level 5 (Social Worker Class 2) <i>(Classification will be dependent on qualification and years of experience with the relevant field consistent with the SCHADS Award)</i>
Hours:	Full Time 38 hours per week
Duration:	Ongoing
Location:	Yarraville office working across Western Melbourne and Brimbank Melton local government areas
Accountability:	This position is directly accountable to the Team Leader of the Choices Program
Date:	August 2016

INTRODUCTION

At Anglicare Victoria our focus is on transforming the futures of children and young people, families and adults. Our work is based on three guiding pillars, Prevent, Protect, Empower. We offer a comprehensive network of services and seek to ensure the provision of high quality services that will bring about significant improvements in the life experience of the young people, children and families/caregivers with whom we work.

Anglicare Victoria has an official Reconciliation Action Plan (RAP) that bears the Reconciliation Action Trademark. The RAP requires that staff continue to develop their cultural competence so as to maximise opportunities and improved outcomes for Aboriginal and Torres Strait Islander peoples.

OVERVIEW OF PROGRAM

This position will have caseload in the Choices Program and will provide case work to Family Services clients from the Yarraville office. Choices provide case management to vulnerable children and parents under 25 years of age or women under 25 years of age who are pregnant. Family Services provides families with support and counselling, within a managed care plan. Designed to improve the lives of children, Individual family work is complemented by group work and strategies to both engage families with their communities as well as for communities to be more responsive to the needs of children and their families. Staff work collaboratively and respectfully with children and families to build upon their existing strengths and to enhance and develop skills and coping strategies.

POSITION OBJECTIVES

The objective of the program is to promote the safety, stability and development of vulnerable children, young people and their families and to build child, family and community capacity and resilience. The service seeks to identify, engage and support families that are often notified to Child Protection services because of the long-standing and complex issues, which place children's wellbeing and safety at risk. The service has a strong working relationship with Child Protection services.

Using a team approach the Family Services Practitioner will:

- Provide an in home family casework service, working in partnership with families to achieve their goals, aimed at enhancing child/children's development and family functioning;
- Take steps to reduce risks to children's safety and wellbeing and other family members;
- Work with families to empower them to manage their life situation and to take charge of their lives, including a positive engagement with their community;
- Work collaboratively with Child Protection, other professionals and the families' broader social networks to ensure a coordinated support package is in place; and
- Participate in group work. Advocacy and community development as required.

KEY RESPONSIBILITIES

Service Delivery:

- To provide case management and casework responding to client's needs through assertive outreach to clients and responding to crises that occur;
- Use a range of therapeutic techniques and approaches to engage with children and families that are reluctant or ambivalent about using support services;
- Establish a working relationship with children and families which demonstrates respect and honest communication, particularly about protective concerns and consequences;
- Undertake comprehensive assessment of families, which includes both a child development and systemic perspective;
- Work alongside Community Based Child Protection staff in assessing and addressing risk levels with children and families;
- Ongoing assessment and development of current Child and Family Action Plans, which are reviewed at least every three months in accord with the Anglicare Family Services "Pillars of Practice" document;
- Work with children and families to build supportive networks within the community that will provide enduring support and address isolation issues;
- Promote positive parenting skills through working with families individually and in groups;
- Provide individual and group support for children;
- Provide practical support particularly for children and families where there are issues of neglect;
- Teach solution-finding and coping skills both at an individual level and as a family unit;
- Work with all family members to develop communication skills to contribute to greater understanding and positive interactions;
- Where appropriate assist families to obtain goods and services that are necessary for their ongoing viability as a family unit;
- Work with children and families in a strength-focused way to build their capacity for positive change;
- Provide genuine and empathic reflections of change observed within families;
- Undertake joint casework with professional and other agencies involved with the family, including Protective Services;
- To strategically facilitate case planning meetings with other professionals and key supports, to coordinate the case plan for families;
- To be flexible in working hours to respond to family's needs or crises.

Program:

- Participate in regular supervision;
- Participate in action research and the ongoing development of the service model;
- Provide support or supervision for students on placement;
- Make an active commitment to the development and maintenance of a cohesive multi-disciplinary team and participate in staff meetings, team meetings and staff development training;
- Be involved in an annual performance appraisal;
- Fulfil the program requirements regarding case records, statistics and other data collection requirements;
- Ensure familiarity with available therapeutic approaches and strategies, relevant to working with children and their families;
- To work with the other Seniors within Child FIRST and IFS and take on other roles and responsibilities as the need arises;
- Acquire new techniques and strategies that add to the service's repertoire of knowledge and skills; and
- Participate in community development and networking activities as required.

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 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.

KEY SELECTION CRITERIA**Essential**

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 specialised skills sufficient to perform at this level.
2. Demonstrated awareness and commitment to working within the 'Best Interest Principles' outlined within the Children, Youth and Families Act 2005;
3. An understanding of the social context of child abuse and neglect;
4. Demonstrated ability to conduct comprehensive safety and wellbeing assessments and make sound judgments in relation to prescribed actions;
5. Demonstrated understanding and application of individual and systemic theories that underpin casework practice;
6. Sound understanding of Child Protection system and child welfare work and demonstrated ability to liaise and negotiate with DHS Child Protection in relation to addressing protective concerns for children;
7. Skills in engaging with families who are reluctant to use support services;
8. Effective written and verbal communication skills;
9. Excellent organisational/time management skills, and ability to be self-directed;
10. Ability to think systematically in relation to client action planning, at the same time focusing on specific issues;

11. Ability to think broadly and holistically in relation to interventions with children and families; and
12. Computer Skills in Microsoft Office packages.

Desirable skills, knowledge, and experience

1. Experience in working with families in any of the following service areas is desirable: family services, child protection, housing, domestic violence, mental health, and/or alcohol and other drugs;
2. Understanding and appreciation of the community's cultural diversity.

OHS - Employees are required to complete the OHS requirements of the organisation, which may include local level training relating to equipment usage, Hazardous Chemicals, PPE.

Employees, contractors and volunteers:

- participate in relevant health and safety training based on roles and responsibilities (Contractors to provide evidence of prior relevant training)
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies
- understand and comply with all OHS legislation and regulations relevant to their activities at the designated workplace
- 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 the Team Leader/Supervisor or Regional Manager

TERMS AND CONDITIONS

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award 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 and must provide a Working with Children Check prior to commencement.
- A current Victorian Driver's licence is essential.
- Anglicare Victoria is a member of HESTA (Health Employees Superannuation Trust). At present, we contribute 9.5% of ordinary time earnings to this fund. Staff may elect to choose their own superannuation fund.

TO APPLY:

Please apply in writing addressing the key selection criteria and nominating three professional referees to Jennifer Smith at Jennifer.Smith@anglicarevic.org.au
For further enquiries contact Jennifer Smith 0439 655 018.

Applications close Wednesday the 21st of September at 5.00 p.m.