

Position Description

Position title	Principal Practitioner
Document ID	PD-F-048
Program/Unit	Clinical Services Barwon Vic
Term	Full time
Classification	
Position reports to	Director Clinical Services

Organisational context

Established in 1997, MacKillop Family Services (MacKillop) strives to ensure all families are supported to provide children with a safe and permanent home, and the best possible start to their lives.

Continuing the child and family welfare programs of our three founding agencies – the Sisters of Mercy, the Sisters of St Joseph and the Christian Brothers – we provide early intervention programs to support the most vulnerable families, and provide education, disability support, home-based care and out of home care for vulnerable children and young people in Victoria, NSW and WA.

MacKillop has almost 1,100 staff, operating out of more than 40 sites, and has forecast annual revenue for the 2018/19 financial year of over \$125 million.

Just like our founders, we are deeply committed to our work, and are driven by social justice. We believe every child should be protected from abuse, neglect and exploitation, and are a child-safe organisation that is committed to protecting and advocating for the best interests of children and families across all our programs.

Our work is underpinned by our values, and by a deep understanding of the impact of trauma, informed by the Sanctuary Model. Sanctuary is a blueprint for organisational change, which supports organisations to provide a safe, non-violent environment for people affected by trauma. It also supports staff and carers to form communities that are safe and caring, and to maintain a culture that reflects these qualities at every level within the organisation. MacKillop is the only licensed provider of training in the Sanctuary Model in Australia.

Our vision

All children, young people and families are safe, thriving and connected to culture and community. MacKillop Family Services will care compassionately, respond large-heartedly and advocate courageously.

Our values

Justice: We believe in the right of all people, regardless of belief or culture, to be treated justly and fairly;

Hope: We commit to creating an atmosphere of hope where people find meaning in their experiences and relationship;

Collaboration: We commit to working in a collaborative spirit through cooperation, coordination, and partnership;

Compassion: We commit to creating an attitude of openness to others and to their circumstances; and

Respect: We seek to listen and learn from each other and to build relationships with respect.

Position purpose

The Principal Practitioner will contribute to the growth, development and continuous improvement of therapeutic clinical services, delivery practice quality and the professional culture of the client facing workforce delivering services to children, youth and families across the organisation.

Primary objectives

The Principal Practitioner will work in partnership with programs and external stakeholders in the management of complex children, youth and family cases and provide specialist expertise and assistance, case consultancy and review, promote and deliver reflective and evidence based practice, and develop and deliver therapeutic practice training across the organisation.

Key result areas and responsibilities

The Principal Practitioner will:

- Provide clinical practice leadership and evidence informed interventions, associated briefing and reporting based on practice expertise and contemporary research that delivers positive outcomes for vulnerable children and families, particularly regarding the most high risk, complex and sensitive cases.
- Apply a child centred family focused approach when assessing and addressing the needs of children and their families providing support that is coordinated, builds on strengths as individuals and as a family, improves their relationships with each other and is focused on concerns affecting the whole family.
- Work in collaboration and close communication with the Directors of Operations and other internal and external service partners in the management of complex cases and practice quality. This includes the provision of specialist expertise and assistance, case consultancy and review and the promotion and delivery of reflective and evidence-based practice.
- Prepare and present comprehensive reports, briefings and submissions on complex service, practice, policy and operational matters.
- In consultation with the Director Clinical Services develop and foster relationships with key stakeholders including government, community, partner agencies to ensure the best outcomes for clients.
- Represent MacKillop at key stakeholder engagements and advise the Director Clinical Services on relevant matters.
- In line with the Sanctuary Model contribute to building the organisations capability and performance to deliver trauma informed, high quality, responsive and innovative services through the delivery of clinical therapeutic training and development across the organisation.

- Participate and assist in organisation wide service provision and development, training, quality assurance mechanisms and improvement frameworks for trauma informed service delivery.
- Foster and develop collaborative and trusted relationships across the organisation.

Key selection criteria

The incumbent will have:

- Relevant tertiary qualifications in Psychology, Social Work or a related discipline and Post Graduate qualifications/training in relevant child, adolescent and family clinical practice, family work and systemic thinking.
- Evidence of leadership experience in Clinical Services or a related function.
- Evidence of specialist practice knowledge and application of an area relevant to work with traumatised and vulnerable children, young people and families including but not limited to child development and the impact of trauma, clinical work with children, young people and families, mental health, drug and alcohol, disability
- Evidence of a well-developed understanding of Attachment and Trauma theories and an ability to assist others in understanding and applying these theories to practice.
- Established high level ability to provide secondary consultation, training and advice to clinicians, other professionals, staff and carers
- Proven highly developed interpersonal skills, emotional intelligence and excellent engagement skills, especially in engaging children and young people who have experienced significant trauma, disrupted attachment and demonstrate extreme emotional and behavioural dysregulation.
- Demonstrated sound knowledge, understanding and experience of national social policy and quality frameworks and issues at all levels of government with particular emphasis on practical application of Community Service Sector (children, youth and family services) and government practices and procedures
- Demonstrated high level organisational skills and the proven capacity to take on and deliver on multiple and varied projects.
- Proven engagement and relationship building skills as a leader and the ability to represent the organisation.
- Evidence of high level consultation, communication and interpersonal skills, with a demonstrated capacity to work collaboratively with others, negotiate and exercise influence in a diversity of contexts.
- Proven ability to participate collaboratively and constructively in both leadership and participant roles within teams of peers, staff and other stakeholders, as well as initiative and effective personal judgement when working alone.

- Demonstrated high level analytical problem-solving skills, the ability to assess options and identify and implement creative, innovative and flexible solutions.
- Understanding of and commitment to MacKillop objectives, values and knowledge and/or experience of the Sanctuary Model and Commitments.

Other information

The incumbent is required to:

- Sign and actively abide by MacKillop's Code of Conduct.
- Observe and actively support MacKillop's OH&S policy and strategy.
- Attend mandatory and other training as required.
- Actively participate in MacKillop's Bid Management process as required.
- Participate in and promote continuous quality improvement processes.
- Promote an environment that is culturally safe and strengths focussed.
- Abide by principles and commitments of the Sanctuary Framework.

The incumbent must possess a:

- Valid and current Victorian Driver's Licence.
- Valid and current Victorian Working with Children Card.
- Satisfactory criminal history check conducted by MacKillop Family Services.

Approval

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Approver's full name:	Kerry O'Sullivan	Date:	December 2020
Approver's position title:	Director, Clinical Services		
Incumbent's full name:			
Incumbent's signature:		Date:	



MacKillop Family Services acknowledges Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the Traditional Owners and Custodians of the land on which we live, work and play. We pay our deep respects to Elders past and present and acknowledge all Aboriginal children, young people, families and staff who are a part of MacKillop Family Services.