

Position Description

Position	Specialist Child and Family Practitioner
Program	Child First, Access and Housing
Location	Geelong CBD
Date	April 2021

About Bethany

Bethany Community Support Inc. is a vibrant community service organisation based in Victoria that provides a broad range of prevention, intervention, support and educational services to children, young people, families and individuals.

Our Vision

To be a recognised leader in providing services that work in new ways to support children, families and individuals to be the best they can, develop secure relationships and participate in their community.

Our Values

- Courage We take action and stand up for what we believe
- Respect We value people and build on their strengths
- Integrity We are open, fair and just in everything we do
- Innovation We develop new ways of working to make a difference
- Collaboration We work together to improve outcomes

Bethany's Diversity Statement

At Bethany we celebrate diversity and innovation. We embrace creating a connected organisation which enables all service users, employees, students, contractors, and volunteers to feel safe from discrimination. We support an inclusive environment where people of all genders and ages, people living with a disability. First Nations people and people from LGBTI and CALD communities feel empowered to contribute their experiences and ideas; knowing that these will be valued.

Commitment to Child Safety

Bethany Community Support is committed to providing a child safe environment. We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives. We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities. We are committed to the cultural safety of all children including Aboriginal children, children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

Policy Context

The Royal Commission into Family Violence (RCFV) highlighted the need for children and families to be able to access connected, easy to understand services that they can trust. A

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central recommendation of the RCFV included the establishment of Support and Safety Hubs (now known as Orange Door) across Victoria. The Orange Door is central to Victoria's approach to addressing both family violence and child vulnerability (which may or may not be related to family violence) and will form a critical part of the broader service system network. Family Safety Victoria oversee the establishment of the Orange Door network and provide local leadership, facilitation, oversight and infrastructure management in partnership with community service organisations and statutory services.

A fundamental vision for the establishment of the Orange Door is for a simpler, more integrated service system that will be more responsive and better coordinated interventions for women, individuals and families experiencing family violence, perpetrators of family violence and families who require support for their children's care, wellbeing and development.

Position Objectives

This position is responsible for providing specialist Child and Family Intake for the protection and safety of vulnerable children and families experiencing family vulnerability. The role is situated within the Barwon Orange Door. This role will provide direct service delivery in accordance with the relevant industrial instruments and regulations and agency policies and procedures ensuring alignment with Bethany's Strategic and Operation plans.

Key Responsibilities

- Provide expert skills in screening, triage and assessment of child and family vulnerability applying the Best Interests Framework (BICM) and MARAM to promote the safety, stability, wellbeing and development of children and young people.
- Work closely with other Orange Door practitioners as part of an integrated service delivery team to undertake screening and initial assessment for child and women victims of family violence, vulnerable children and families, and perpetrators of family violence.
- Use contemporary and evidence based approaches to identify family violence risk and child and family vulnerability, drawing on specialist experience of working with vulnerable families.
- Provide a quality and timely intake response to Barwon Child and Family referrals through identification of client need, thorough and holistic assessment of risk and identification of appropriate and targeted support services.
- Support the delivery of coordinated and integrated responses to children and families in need of support, and to perpetrators of all forms of family violence, drawing on the Integrated Practice Framework, Orange Door Operational Guidelines, Service Specifications and relevant risk assessment tools and frameworks.

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- Adopt a whole of family view, and work with Orange Door practitioners to understand the range of dynamic risk and needs presenting for families, parents, children and perpetrators.
- Work within a specialist Child and Family Services discipline to deliver Orange Door services and develop an understanding and capability to work safely across other areas of specialisation (with appropriate training and supervision).
- Provide quality case consultation to Orange Door practitioners and other professionals inclusive of working with professionals/stakeholders to identify pathways and key transition points that focus on early intervention and prevention.
- Provide a range of targeted brief service interventions to vulnerable children and families in response to identified need i.e. single session work, home visits, assertive outreach and case conferencing.
- Participate in facilitated case conferences, led by the Integrated Practice Leader, Advanced Family Violence Practitioner and Aboriginal Practice Leader.
- In conjunction with identified stakeholders, undertake joint professional development and community education activities to promote an understanding of approaches that better support vulnerable children and families earlier, and support cultural change around children's best interests.
- Actively develop and maintain partnerships with key community stakeholders including schools, early year's networks, local service providers, the Barwon Child and Family Services Alliance partners and the Department of Human Services.
- Provide support and mentoring to less experienced Child and Family team members and students.
- Actively participate in regular informal and formal supervision and annual performance appraisals with the Team Leader Child and Family.
- Attend regular team and agency meetings and participate in professional development and training.
- Record client information accurately on the Orange Door Client Relationship Management (CRM) system and in line with accreditation standards.
- Maintain and monitor required data systems.
- Participate in and contribute to management reporting and program evaluation and review as required.
- Share integrated service approaches and learnings with members of the Orange Door teams and with Bethany.

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- To positively and professionally promote and represent the organisation internally and externally in a range of forums and meetings across the sector and with key stakeholders.
- Make recommendations to effectively resolve problems or issues, by using judgment that is consistent with Bethany Values, standards, practices, policies, procedures, regulation, industrial instruments or legislation.
- Support and participate in the Agency's continuous quality improvement process.
- Other duties as required.

Key Selection Criteria

Essential

1. A tertiary qualification in human services or equivalent, or equivalent work experience.
2. Minimum of 3 years experience.
3. Current full Victorian Driver's Licence
4. A satisfactory criminal records check and Working With Children Check
5. Knowledge of relevant legislation and ensures compliance in work practices.
6. Proficient in the use of MS Office, databases and knowledge of a range of IT programs.

Desirable

7. Demonstrated understanding of and expertise in the area of child and family welfare with knowledge of key legislation and sector reforms.
8. Advanced understanding and expertise in applying the Best Interests Case Practice model and MARAM in undertaking dynamic risk assessments and decision-making for children, young people and families.
9. Comprehensive understanding of the gendered nature of family violence and child development, attachment and trauma theories.
10. Demonstrated experience in brief intervention, case conferencing, assertive outreach, safety planning and crisis intervention as they relate to victim/survivors and male perpetrators of family violence.
11. Ability to maintain efficient and productive cross-sector partnerships and relationships with key stakeholders with a commitment to service integration for better client outcomes.
12. Ability to demonstrate culturally sensitive practice in relation to family vulnerability inclusive of the needs of Indigenous and CALD communities.

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13. Excellent communicator with strong interpersonal, advance written and oral communication.

Capabilities and Personal Attributes

- Advocates and champions to achieve positive change
- Demonstrates commitment to social justice and social inclusion.
- Leads a culture of respectful relationships and behaviour across the organisation.
- Is truthful and ethical and leads and reinforces expected standards of behaviour at all times.
- Generates ideas and solutions and takes advantage of new and emerging opportunities
- Creates and sustains dynamic and productive relationships to maximise outcomes.

Organisational Relationships

Supervisor	Team Leader – Child and Family – Orange Door
External Liaisons	DHHS Child Protection, SAFV Centre, Integrated Family Service Agencies, Specialist Women's, Children and Men's Family Violence Services, Victoria Police, Corrections Victoria, Wathaurong, Colac Area Health, Family Safety Victoria, Schools, Kindergartens, Children Centres, NDIA, Centrelink, and other Community Service Organisations
Stakeholders	All Staff, Barwon Support and Safety Hub staff, Family Safety Victoria, SAFV Centre, DHHS Child Protection, Integrated Family Service Agencies and Victoria Police.

Conditions and Remuneration

Salary	This position is classified as an award payment on the Social Community Home Care and Disability Services Award 2010 Level 6, Pay Point 1-3 \$90,752-\$94,757 plus super (pro-rata if part time). In addition, the package also includes salary sacrifice as per government legislation.
Ordinary Hours	Ordinary hours of work will be worked between agency hours of 8am to 7pm.
Conditions	Other conditions of employment as per the Bethany Enterprise Agreement.
Travel	Travel will be required to other Bethany offices and across the Barwon South West region and other locations.
Physical Requirements	<ul style="list-style-type: none"> ■ Work from home while in COVID restrictions - Daily

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	<ul style="list-style-type: none"> ■ Sit at a computer or in meetings for extended periods - Daily ■ Work in an open plan office – Daily when COVID restrictions lifted ■ Work on call or after hours - Occasional ■ Driving - Regular ■ Outreach home visits – Regular; Occasional during COVID restrictions ■ Acknowledging the impact of Covid-19 restrictions, work may include remote access and Working from Home arrangements as required by the organisation
Right to work in Australia	You must either be an Australian citizen; or have permanent residence status; or an appropriate visa issued by the Department of Immigration and Citizenship that entitles the employee to work in Australia.

Employee Declaration

I have read and understood this Position Description and in signing this document agree that I am capable of fulfilling all of the requirements of the position described in this document. Additionally I agree to notify management immediately of any change in my capacity to meet any of the requirements outlined in this Position Description.

Name:

Signature:

Date: