

## TEAM LEADER CARING DADS PROGRAM WESTERN 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

<b>Position</b>	Team Leader
<b>Program</b>	Caring Dads Program
<b>Classification</b>	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
<b>Position Status</b>	Part Time
<b>Hours per week</b>	22.8 hours per week
<b>Duration</b>	Fixed Term
<b>Fixed term end date</b>	June 2022 with possibility of extension
<b>Location</b>	Western Region with groups across Hobsons Bay, Maribyrnong, Melbourne, Moonee Valley and Wyndham
<b>Reporting Relationship</b>	This position reports directly to Program Manager Family and Community Services.
<b>Effective date</b>	April 2021

## Overview of Program

Caring Dads is an early intervention program developed in Canada by the University of Toronto and Changing Ways, for fathers who have physically abused, emotionally abused or neglected their children, or exposed their children to domestic violence or who are deemed to be at high-risk for these behaviours. Anglicare Victoria Western Region are in partnership with IPC Health to trial this program which is sub contracted from the Children's Protection Society.

The program consists of a 17-week, empirically-based, manualized group parenting intervention for fathers, systematic outreach to mothers to ensure safety and freedom from coercion, and ongoing, collaborative case management of fathers with existing service providers and other professionals involved with men's families. Caring Dads combines elements of parenting, fathering, family violence and child protection practice to enhance the safety and well-being of children.

Program principles emphasize the need to enhance men's motivation, promote child-centred fathering, address men's ability to engage in respectful, non-abusive co-parenting with children's mothers, recognize that children's experience of trauma will impact the rate of possible change, and work collaboratively with other service providers to ensure that children benefit (and are not unintentionally harmed) because of father's participation in the intervention.

The Caring Dads Coordinator will provide support, regular supervision and reflective practice sessions for the Caring Dads Facilitators. They will be responsible for liaising and networking with relevant government agencies and community stakeholders to establish effective referral pathways to the program. They will also provide secondary consultations and community education sessions to the sector as required.

The Coordinator will be responsible for allocation of cases to the Caring Dads Facilitators and ensuring equity of service provision. The Caring Dads Coordinator will work with the Kids First to ensure program fidelity in their local area. The Coordinator will take the lead in the mother contact sessions with the purpose of listening to and validating a woman's experiences, helping her plan for safety, providing her with information about accessing community resources that might meet her needs as well as concrete and detailed information about the Caring Dads program, aims and content, and help her come to a realistic understanding of the potential outcomes of intervention.

## Position Objectives

1.	To co-ordinate the delivery of a high quality program that provides genuine and positive outcomes for clients.
2.	To work in conjunction with the Program Manager to plan and implement responses in relation to sector and service developments.
3.	To ensure appropriate processes are in place to enable continuous improvement of services and to promote best practice and ongoing quality improvement of the program.
4.	To ensure the program is operated in accordance with service and quality standards, program targets, FSV service agreements, organisational policies and accepted standards of practice.
5.	To provide ongoing support, supervision, performance management, learning and development of team members in this program.

Outcome indicators for the Caring Dads' program will include:

- increased awareness of child-centred fathering
- increased awareness of, and responsibility for, abusive and neglectful fathering and the impact upon children
- rebuild trust with children and planning for the future
- move from undermining and emotionally abusing children's mothers to supporting them
- allow their teenagers to develop some autonomy
- disengage from attempts to control ex-partner through children
- begin to make meaningful contributions to caring for children
- gain personal stability to provide support (emotional, practical, economic) to children

## Key Responsibilities

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

1.	Ensure the delivery of program services meets client requirements and is in accordance with the service agreements and within program budget requirements.
2.	Monitor performance targets, outcomes, quality standards in service agreements, legislative and policy requirements, issues of quality of care issues, reportable conduct and complaints.
3.	Participate in the professional development and recruitment of staff, including supporting a culture of reflective practice, quality supervision and coaching.
4.	Participate in the development and maintenance of quality partnerships with key agencies including the Victorian Government Department of Families, Fairness and Housing (DFFH), Kids First and other community services providers.
5.	Lead the mother contact service empowering women through providing information, safety planning with the focus on keeping women and children safe
6.	Initiate service improvements and participate in service redevelopment and redesign.
7.	Work with the Caring Dads Clinical Director to ensure program fidelity and consistency of service delivery for the purposes of the Caring Dads evaluation.

## 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).

	1. A recognised degree or post graduate qualification in Social Work, Psychology, Community Services, Counselling, Casework Practice or a related field is mandatory.
	2. Advanced understanding of the Child Protection and Family Violence system with extensive experience in undertaking risk assessments and working with high risk, statutory clients.
	3. Excellent knowledge of, and experience in the application of relevant theoretical approaches that underpin casework practice (including theories of child attachment, development and abuse) to vulnerable children, young people and families.
	4. Well-developed skills and experience in delivering programs and services within required timeframes and budget parameters.
	5. Experience facilitating group work, leading critical reflection, working with complex family dynamics and applying varying family therapy models.
	6. Strong people leadership skills demonstrated through previous experience in leading successful teams.
	7. Ability to work flexibly, including supporting occasional facilitation of mid-week programs outside of regular business hours.

## 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 & Wellbeing

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.