

Position Description

Caseworker

Scope of role	
Mission	The Caseworker position involves the provision of case management with young people across a range of therapeutic services including residential programs.
Organisational Benefit	<p>Deliver Case Management in accordance with the standards required by the Office of the Children's Guardian and, strengths based, good practice;</p> <ul style="list-style-type: none"> • Develop and maintain professional networks within the agency and community services to improve outcomes for Marist180 young people; • Provide specialist advice to residential staff on the engagement of young people in the case management and treatment process; • Provide specialist case management advice to case management staff in planning, implementing and monitoring case plans for young people; • Assist in the provision of critical incident debriefing and ongoing support for staff and young people where appropriate; and • Actively participate in and contribute to the Care Team working with young people.

Primary Deliverable & Measures	
<p>Primary accountabilities will include but are not limited to:</p> <ul style="list-style-type: none"> • Undertaking holistic assessment of young people including their safety, permanency and wellbeing needs. • Coordinating and monitoring support and services for young people in residential services within a therapeutic trauma informed framework. • Undertake case planning with young people and assist them to identify their goals and aspirations. • Review case plans, in consultation with young people and internal and external stakeholders, on a quarterly basis. • Work collaboratively with significant others such as family, carers, educational staff and individual therapists to support young people. 	<p>The success of these deliverables will be measured by way of:</p> <ul style="list-style-type: none"> • Timely assessments that address the safety, Permanency and Wellbeing are completed. • Timely coordination and monitoring of support and services for young people. • Timely case planning is undertaken with young people. • Quarterly reviews of case plans with the young person and internal and external stakeholders. • Significant others, including family, carers, educational staff and other professionals collaborate in the creation and delivery of case plans. • Timely development of transition and permanency pathways.

<ul style="list-style-type: none"> • Develop pathways with young people to make transitions, leave care and case closure. • Build and maintain trusting therapeutic relationships with young people and their families. • Drive the process of case planning and permanency planning for young people. • Complete assessments and collect outcome data as required for reporting and care planning. • Work with young people and their families to identify permanent placements through Family Finding and exploring restoration. 	<ul style="list-style-type: none"> • Trusting relationships are created with young people and their families as evidenced by routine use of the Session Rating Scale. • Case and permanency planning is derived by the Case Manager. • Timely completion of assessments and collection of outcome data as required by the agency and funders. • Young people and their families are actively involved in the timely identification of permanent placements.
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Qualifications / Training requirements	Requirement Descriptors
<p>The skills required demonstrate success within their role</p> <p>Qualifications:</p> <ul style="list-style-type: none"> • Relevant tertiary qualification (Social Work, Psychology or equivalent). <p>Experience & Skills:</p> <ul style="list-style-type: none"> • 2 years' experience in case management. • Demonstrated experience working with young people 12-18 who have experienced complex trauma; working with families and young people who have been in contact with the child protection system. • Previous experience in residential or foster care contexts and understanding of child development. • Experience working with families towards restoration or contact arrangements. <p>Work Requirements:</p> <ul style="list-style-type: none"> • Current and Valid First Aid and CPR certification. • Working with Children Check. • Clear National Criminal History Check. • Unrestricted NSW driver's licence (Minimum Provisional 2). • Ability to work in Australia. 	<ul style="list-style-type: none"> • Analytical: reviews arguments and takes a systematic approach to creating and presenting new developments. • Collaborative: works well with others and engenders a spirit of trust and teamwork. • Drive: is able to work to strict deadlines, and ensure contributors stay on track. • Resilience: overcomes obstacles, learns from prior impediments and recovers from setbacks through self-development. • Self-disciplined: manages their own time effectively and retains a strong work ethic despite distractions and conflicting priorities. • Ethical: has integrity and principles reflective of the standards and codes of conduct expected. • Client focused: prioritises the needs of clients and is outcomes focused. • Stakeholder Management: has collaborative and influential stakeholder management capability.

Role grouping	Caseworker	Business unit	Therapeutic Services
Reports to	Senior Caseworker/ Senior Manager UHM & Homelessness/ Lead Psychologist	Direct reports	0
Employment Contract	SCHADS Award Level 5	Date of Job Description	October 2019

Therapeutic Framework

Our therapeutic framework seeks to improve the lives of all the people Marist180 serves through individualised, evidence based, and trauma informed practices. Our model applies needs assessments, service delivery, as well as community engagement and capacity building, to create environments for safety, change and growth towards independence and sustainable success. We do this through consistent and caring responses to universal and individual needs, client led goal setting and program co-design, and by working with trauma related and developmental bio-psycho-social needs in the context of a strengths based, recovery oriented approach. We recognise the work of A Maslow, B Perry and Blaustein & Kinniburgh as pillars for our trauma informed practices, and apply Attachment Regulation and Competency skills in our practices.

Our outcomes framework has baseline metrics, qualitative feedback and employ S Miller's work on self-directed outcome measurement. Through assessment of needs we can clearly identify goals people wish to achieve, their strengths and match supports to their desired outcomes. By meeting the unique needs shaped by individual trauma and developmental experiences, in a culturally aware and confident manner with evidence based and trauma informed therapeutic services, the journey towards trauma integration and recovery can be commenced. In educating the community, and creating community connections to last lifetimes, we build capacity for all people to be supported and true trauma informed practices to take place.