

Position Description – Practice Lead (Family Preservation and Reunification)

Position Details

Position Title:	Practice Lead (Family Preservation and Reunification)
Position Number:	New
Portfolio:	Social Policy and Research
Location:	Melbourne CBD, with working from home arrangements during COVID-19
Employment Type:	12 months
Time Fraction:	Full time (0.8 considered). Secondment also considered.
Remuneration:	TBC

Centre for Excellence in Child and Family Welfare Inc.

The Centre for Excellence in Child and Family Welfare (CFECFW) is a not-for-profit peak body representing over 100 child and family service organisations in Victoria. The Centre is committed to making sure children and young people grow up in safe, stable home environments, connected to family, community and culture, with the care and support needed to advance their health, education, wellbeing and development. This includes Aboriginal children in the care of and supported by Aboriginal organisations.

As the peak body in child and family services, the Centre has an important role to play in identifying and supporting effective practice in and across the sector, including how this is defined, measured and shared, and the factors that have contributed to this effectiveness. Our whole-of-sector perspective places us in a unique position to identify existing effective practice, best available research, existing practitioner expertise and client perspectives and experiences. Through our network forums, training needs analyses, surveys and other avenues, we identify gaps in knowledge and skills and seek to address these through project, research, policy, training and advocacy activities. The Centre undertakes a small number of research projects.

The Centre manages the Outcomes Practice Evidence Network (OPEN), which has been established to strengthen collaboration between researchers and service providers and support the workforce in delivering evidence-informed approaches. OPEN activities include holding forums and workshops, supporting organisations to make better use of their data to transform practice, hosting a portal that will support the sector to implement evidence-informed practice, supporting organisations to evaluate their services, and holding an annual sector-research symposium.

Social Policy and Research

The position sits within the broader Social Policy & Research team. The team has a strong focus on

evidence-informed advocacy, policy and project work to build sector capability in improving outcomes for children, young people and families experiencing vulnerability and hardship.

The project: Family Preservation and Reunification

The Centre is working with the Department of Health and Human Services (the department) and the sector on an initiative aimed at creating strong families. The Family Preservation and Reunification Response was implemented, in 2020-21, by Victorian child and family service providers in partnership with Child Protection in each of the 17 Department of Health and Human Services Areas.

The initiative includes an initial intensive intervention phase, which will be delivered through a mobile and integrated approach using Mobile Implementation Teams or MITs. The Practice Lead role will be part of the MIT. This phase will be followed by a period of sustained service support, aimed at preventing at-risk children entering or re-entering care. The initiative will be evaluated and continuously developed to help build the Family Preservation and Reunification evidence base for child and family services (including Child Protection).

Position Summary

The position will be located in one of the MITs. It is one of eight such positions funded by DHHS to support practice development and implementation throughout the initiative. The role will work closely with DHHS and the Centre for Evidence and Implementation (CEI) team to develop and deliver training and coaching to the successful CSOs in one of the four DHHS Divisions.

Reporting Line

Reports to: Program Manager Family Preservation and Reunification Response

Organisational Accountabilities

The Centre for Excellence in Child and Family Welfare Inc. is committed to the health, safety and wellbeing of its staff. CFECFW and its staff must comply with a range of statutory requirements including equal opportunity, occupational health and safety and privacy and with its policies and procedures. Appointees are accountable for completing training on these matters and ensuring their knowledge is up to date.

Key Accountabilities

- Undertake a diverse range of activities that result in the effective implementation of the Family Preservation and Reunification, including but not limited to:
 - Undertaking the necessary training, including with CEI, to be able to support the
 - Engaging local services, assessing and developing practice capability at sites, and building on existing practice to refine and target the training.
 - Working with sites to tailor and adapt practice modules as required.
 - Facilitating and building the capacity of Local Implementation Teams
 - Mentoring 'champions' and developing implementation leadership

- Assisting in establishing, monitoring and revising quality assurance processes, including the collection of fidelity data and implementation data and the establishment of monitoring systems
- Observing, analysing and reporting on program adherence processes and measures and troubleshoot any problems
- Assisting in designing and delivering other implementation support activities as needed
- Supporting the development and maintenance of strong stakeholder relationships
- Undertake other work related to this role, as required, that contributes to the effective implementation of the Family Preservation and Reunification initiative as required.

General

- Work collaboratively with CEI, DHHS and other external stakeholders to make sure all Centre deliverables are on time, within scope and within budget
- Work collaboratively with other Practice Leads in the Implementation and Practice Support team and share emerging findings and issues with Evaluation, Research and Practice Hub colleagues.
- Provide input into all areas of the initiative for which the Centre is responsible as appropriate.

Key Selection Criteria

The successful applicant will have:

Essential experience

- A strong commitment to the development and dissemination of evidence-informed practice
- Experience providing community-based or home-based service delivery using evidence-informed approaches, practices and models
- Sound understanding of the community services and not-for-profit sector
- An understanding of program and service implementation and the challenges of service delivery
- Excellent interpersonal skills and ability to engage with a wide range of stakeholders, including researchers, government, practitioners and people with lived experience
- Skills in facilitating professional development and/or training events
- High-level written and verbal skills, and ability to prepare high quality documents (such as correspondence, reports and presentations)
- Demonstrated experience/ability to carry out project work and deliver high quality outcomes within very tight time frames
- Strong IT skills, including a sound working knowledge of the Microsoft suite of programs, and IT platforms appropriate to training and engaging remotely
- Capacity to establish priorities, set and maintain deadlines and use initiative.

Desirable experience

- Understanding of implementation science approaches and frameworks or demonstrated capacity to acquire this.

Qualifications

1. A relevant tertiary qualification
2. A relevant qualification within the community services sector and/or experience

Conditional Employment Requirements

1. Satisfactory National Police Check
2. Satisfactory Working with Children check
3. Driver's licence (desirable).