

Position Description

Pregnancy and Early Parenting Practitioner (SCHADS Level 5)
Caroline Chisholm Society – Goulburn Valley

The Caroline Chisholm Society

The Caroline Chisholm Society (the Society) is an agency providing a range of support and assistance to pregnant women and parents with young children. It delivers services that respond to the needs of families and supports them to achieve and maintain a safe and nurturing environment.

The Society's values are respect for life, compassion and caring, social justice, empowerment, recognition of diversity, and accountable best practice. Our services are characterised as having a child focus and being family centred, being flexible and responsive, acknowledging the expertise of family, providing positive pregnancy support, connecting families with communities and promoting safety.

The Caroline Chisholm Society is made up of approximately 20 staff (including community service workers and administrators) along with approximately 100 volunteers supporting over 330 families living predominately across the North Western corridor of Melbourne with some operations in the Goulburn Valley.

More information about the Society is available at www.caroline.org.au in our constitution and in our annual reports.

Nature of the role of Pregnancy & Early Parenting Practitioner

The family is the principal provider of care and nurture for children. The Society's practices and programs are family centred, with professionals working in partnership with families to articulate and facilitate achievement of families' goals and objectives.

The Pregnancy & Early Parenting Practitioner (PEPS), reports directly to the Pregnancy and Early Parenting Manager, will provide parenting interventions and support to facilitate specialised support, care and education to families experiencing difficulties adjusting to parenthood, managing their relationships with and the care of their babies, infants and young children.

The PEPS role works across all teams as part of a multi-disciplinary team approach to deliver parenting interventions including individualized parent coaching as well as parent education programs.

All practitioners at the Caroline Chisholm Society are required to offer a welcoming environment for unexpected needs of women, children and families including by answering the telephone, opening the door, offering counselling and providing new and pre-loved goods at appointments as part of our duty program.

Accountabilities of the Pregnancy and Early Parenting Practitioner

- Provide senior case management and case work, operating under limited direction and will also undertake a range of functions for which operational policies, practices and guidelines need to be developed; autonomously, work intensively with women and

children delivering interventions that increase parenting capacity, family functioning, achieve child safety and enhance conditions for child development. This will include a comprehensive, outcomes focus for parents, carers and children including individual, social, and economic outcomes.

- Independently deliver support services to families including assessment, counselling, group work, single session & short-term casework, in-home case management and case work, referral and advocacy, with a strong focus and skill base in increasing parenting capacity and family functioning, using evidence-informed programs.
- Deliver individualised parenting interventions and group work to assist families identify goals and employ strategies for effective change to build adult capabilities and family strengths.
- Working with families, providing supportive and informative strategies in order to promote positive parenting and good family functioning with families with young children 0-5 years of age.
- Engaging and supporting parents who are reluctant to initiate or sustain behaviour change. Where change is required for the wellbeing of the child, identify and implement the most appropriate intervention to best meet the needs of the family.
- Work in partnership with families to achieve agreed goals.
- Work with parents through practical support to connect with the local community and community services as appropriate.
- Provide home visits to families that require parenting support.
- Maintain broad and current knowledge of local service providers/services available so that information is provided to families.
- Develop positive working relationships with relevant staff in other agencies to facilitate the development of effective cooperative strategies.
- Referrals are made to services and agencies as appropriate.
- Comply with all legislative, Child First and DFFH Child Protection protocols and requirements, in consultation with the Team Leader when a notification is required.

Key Selection Criteria

The successful candidate will have demonstrated that they:

1. Understand and share the values and objectives of the Caroline Chisholm Society.
2. Have experience in working with families in the welfare/community sector, home based family services and in pregnancy and early parenting.
3. Have extensive knowledge of child development and the factors that impact on their development
4. An innovative approach to engagement of families
5. Experience working in both community and home-based settings
6. Experience in delivering parenting education programs.
7. Experience in assessments.
8. Are able to manage quality improvement functions, including understanding of good process and accountability.
9. Have good written communications skills including ability to review and develop written policies and procedures.
10. Have good oral communications skills, and to be confident to liaise both internally and externally with staff and stakeholders.
11. Are able to manage adjunct services including seeking and acquitting funding, allocating work, implementing policy and fulfilling compliance requirements.

Values: Respect for life, Compassion and caring, Social justice, Empowerment, Recognition of diversity, Accountable best practice

12. Exercise judgement soundly and decisively, especially when dealing with crisis situations.
13. Degree in Social Work or other tertiary qualification with counselling competencies and have substantial experience delivering parent education programs including training in at least two current parent education program approaches (i.e., SafeCare, Triple P, Bringing Up Great Kids, Parenting Under Pressure).

Appointment is subject to holding a current drivers' licence, and successful conclusion of a police record and working with children checks.

Conditions of Employment

- EFT: Full time
- All full-time and part-time Society employees may choose to package their salaries which may result in tax advantages to the employee.
- Packages are commensurate with experience and flexible working arrangements are available to be agreed between the incumbent and the CEO.
- All full-time and part-time Society employees may choose to package their salaries which may result in tax advantages to the employee.
- Location: 15 St Andrews Road Shepparton and outreach across the Goulburn Valley

Conditions as negotiated

Incumbent	
Position Title	Pregnancy and Early Parenting Practitioner
Classification (incl. Pay Point):	SCHADS, Level 5, Pay Point 1
EFT:	1.0 FTE
Contract end date:	December 2024 (Three Years Fixed Term Contract)
Other Conditions:	Consistent with the Award