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**Position Description**

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| Program or Function name: | **Kinship** |
| Role Title: | **First Supports Assessment Worker** |
| Award Classification: (If relevant) | **SCHCADS Level 5** |
| Location: | **Dandenong** |
| Employment Status: | **Full Time ongoing** |
| Reports to: | **Assistant Manager, Kinship** |

**OzChild**

Founded in 1851, OzChild support vulnerable children and young people by providing healing, preventing abuse and neglect, and strengthening families.

It is our goal to see that all children and young people are safe, respected, and nurtured, and reach their full potential.

**Child Safety**

We are committed to protecting children and young people from all forms of abuse, bullying, exploitation and neglect, and to creating environments in all our programs and services where children are safe and feel safe.

We are committed to listening to children and addressing any concerns they raise with us. OzChild will treat all allegations of child abuse very seriously. We will report all allegations in compliance with incident reporting, mandatory reporting and reportable conduct requirements.

All OzChild People are required to support this commitment to child safety, and to behave appropriately towards children at all times.

**Role Purpose Summary**

The purpose of the position is to promote placement quality and support children and young people living with kinship families to thrive and to promote placement stability and reduce the likelihood of children and young people entering residential care.

In doing so, the position will support the OzChild Way behaviours and accountabilities as follows:

* **We deliver evidence-based services:** Utilise your professional knowledge and skills to monitor, review, develop and maintain policy, procedure, practices and guidelines that supports the accurate and timely completion of processes and reporting to support our Service Delivery and Program Teams.
* **Our customers determine our success:** Support and continually develop and enhance networks within OzChild and the capability of our Service Delivery and Program Teams to support the effective delivery of high quality services to children and young people, their families and to carers/volunteers.
* **We deliver innovative solutions**:Engage others in the development of functional plans, tactics and activities to support innovation in services and achieve the desired outcomes articulated in the OzChild Strategic Plan.
* **We set each other up for success: S**upport collaboration with internal and external stakeholders and directly support your team and the Service Delivery and Program Teams by providing the necessary guidance, development, and tools for people to achieve success in their roles.
* **I learn, adapt, grow, and embrace my cultural competence:** Demonstrate a willingness and energy for personal learning, adapt to and embrace change, and develop your cultural competence.

**Position Specific Responsibilities**

* Undertake comprehensive assessments (part B) at the time placements are first made, assisting child protection to determine the suitability of the placement and linking carers and children with a level of support specific to their needs.
* Identify the support needs of carers and children/young people and communicate these to Child Protection via the completed Part B.
* Liaise closely with the OzChild Kinship First Supports workers to ensure that they are aware of the level of support required to meet the immediate and ongoing needs of the placement.
* Build the capacity of kinship carers to better understand and respond to the needs of young people in their care; promoting their safety, stability and development
* Assist carers to promote connection to culture, particularly for Aboriginal and Torres Strait Islander children
* Support the implementation of the OzChild Carer Strategy and work in partnership with kinship carers.

**Key Job Relationships**

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| --- | --- |
| Internal   * Kinship staff * Kinship leadership group * All OzChild people | External   * Kinship Carers * Children, young people and their families * Department of Health and Human Services, Child Protection * Schools/ Educational institutions * Specialist services/ other professionals * Other community service organisations |

**Qualifications**

Essential

* A tertiary qualification in social work or equivalent approved by the AASW or equivalent

**Screening and Licences**

* OzChild conduct interviews, reference checks and ensure the completion of satisfactory safety screening including National / International Police Check and Working with Children Checks relevant to the State or Territory that employment and undertaking of position occurs.
* Must be able to drive, provide and maintain a valid Drivers’ Licence and have access to reliable transportation.

**Skills and Experience**

* Previous experience in the child and family welfare field. This experience will be in Child Protection, Out of Home Care, Family Services and/or other services working with vulnerable families and children;
* Experience working with at risk and vulnerable children and families;
* Ability to develop relationships with families, children, young people, carers and other professionals;
* Outstanding engagement and case work skills;
* Knowledge of child protection issues in relation to children ‘at risk’;
* Comprehensive assessment skills;
* Demonstrated interest in and ability to work with children and young people;
* Ability to liaise with families, carers and professionals;
* Outstanding communication skills;
* Excellent written skills;
* Ability to work and contribute as a positive member of a team;
* Understanding of the frameworks and legislation relevant to children in alternative care. A thorough understanding of child development and trauma and theories relevant to children/young people placed in care.

**Mandatory Training**

All employees of OzChild are required to complete Mandatory Training and Program Specific training upon commencement of employment and complete refresher training as required.

**Organisational Responsibilities**

* Demonstrated ability to work as part of, and contribute to, a person-centred team;
* Facilitate good working relationships with all services of OzChild, the clients, their families and other people significant to the client;
* Undertake all interactions with clients, families and co-workers in a culturally sensitive manner and take appropriate account of cultural and linguistic diversity;
* Attend client, employees related meetings, workshops, conferences and training as required;
* Ensure privacy and confidentiality are upheld at all times;
* Be familiar and comply with OzChild policies, procedures and other work instructions as updated from time to time;
* Represent OzChild and our services in a positive manner at forums, meetings and training with external agencies;
* Assist in the development of continuous improvement and service accountability initiatives as needed.

**OzChild People Responsibilities**

* Ensure compliance with OzChild’s Code of Conduct, policies and procedures, and commitment to cultural awareness and child safety;
* Demonstrate commitment to diversity, respect differences and foster an environment and relationships that are safe, healthy, positive, supportive and free from all forms of harassment, bullying and discrimination;
* Participate in and complete all mandatory training, and participate in other training and development opportunities to ensure they have the necessary qualifications, skills, certificates and clearances to meet the requirements of their position;
* Embrace and utilise technology and new ways of working to enhance collaboration, effectiveness and outcomes;
* Ensure the safety and well-being of self and other;
* Work together as a team and encourage and support others within their team;
* Speak up, and making it clear when behaviour is unacceptable;
* Support those who are affected by breaches of policy or procedure and encouraging them to take action;
* Raise concerns and or complaints in a constructive manner, including identifying possible solutions.

**Safety and Wellbeing Responsibilities**

* Assume accountability for safety and wellbeing for self and others;
* Undertake all duties safely and in accordance with applicable policy, procedures and processes;
* Participate in safety and wellbeing consultative forums and contribute ideas to improving safety and wellbeing;
* Where appropriate, participate in workplace safety and wellbeing training, programs and initiatives;
* Report all work health and safety breaches, hazards and incidents, and assist with actions to reduce and eliminate risks.;
* Report any work related or non-work related injury or illness;
* Support return to work programs to facilitate safe and durable return to work for OzChild People, where possible, for both work related and non-work related Health Condition/s.

**Responsibilities stated herein reflect the primary functions of this job and should not be construed as an exhaustive list of duties. They may vary or be amended from time to time without changing the roles level of responsibility.**

*I have read and understood the position description.*

Team Member Name:

Team Member Signature: 

Date: Click here to enter a date.