

## POSITION DESCRIPTION

<b>Title:</b>	Senior Permanency Practitioner
<b>Enterprise Agreement:</b>	Community Sector Multiple Enterprise Agreement 2009
<b>Classification:</b>	Community Services Worker Grade 4 (NSW) commencing and negotiated dependent on qualifications and experience
<b>Usual hours of work:</b>	38 hours per week
<b>Objective:</b>	To support the restoration of children and young people to their parents or the placement of children and young people within their kinship networks. The role will work intensively with parents, families and kinship carers to provide permanent placements for their children and young people with the ultimate goal of their exit from the statutory care system. The position will implement practice frameworks that support families and kin to increase their parenting capacity and to provide sustained protective and nurturing care for their children.
<b>Position Responsibilities:</b>	<ul style="list-style-type: none"><li>• Uphold and model the Anglicare values and the Anglicare Code of Conduct.</li><li>• Commit to training in the trauma informed Sanctuary Model and provide strong leadership in the implementation of this practice model in working with children, young people and their families.</li><li>• Work from, and model a culture of respect and empowerment to support families and children/YP in restoration work</li><li>• Provide consultation on Permanency Planning for children and young people within the site PSP Program</li><li>• Undertake parenting capacity and risk assessments and make recommendations regarding suitability of family restoration</li><li>• Undertake kinship care assessments to determine suitability of kin placements for children and young people</li></ul>

- Work collaboratively with Department of Communities and Justice to ensure alignment with legal and legislative obligations.
- Deliver Parenting Programs to enhance the skills of parents and kinship carers to support positive outcomes for children and young people returning to live with their families.
- Support and work with Aboriginal children, young people and their families using cultural strengths based practices.
- Convene and chair Family Led Decision Making meetings , Care Team meetings and other family meetings related to the care planning for children and young people
- Work in accordance with Anglicare’s overarching operational priorities and relevant policies and procedures.
- Participate in professional development activities as required.
- Other duties as may be required.

**Key qualities:**

- Analysis - Reviews and analyses information and recommends a specific course of action
- Client Focus - Recognises and focuses on specific client needs and advocates on behalf of the client.
- Creativity - Implements new ideas and unique and novel solutions including through challenges to the status quo.
- Job Motivation - is a self-starter, self-motivated, and maintains a high level of enthusiasm for work responsibilities.
- Leadership - Uses appropriate interpersonal styles and methods to guide individuals or groups towards achieving results.
- Outcome focused - Identifies and accomplishes challenging objectives by doing whatever is necessary to achieve the goal.
- Cultural empathy - Being sensitive to, and inclusive of Aboriginal people, families and communities.

**Key knowledge areas:**

- NSW Children and Young Persons (Care and protection) Act 1998.
- The NSW Child Safe Standards for Permanent Care.
- Knowledge of the history and the inter-generational trauma, which impacts Aboriginal children and young people, their families and communities.

**Key Skills:**

- Practice skills in working with parents and families to address safety, care and well-being issues for their children and young people.

- Practice skills in engaging children and young people, parents, families and significant others to participate in decision making and care planning.
- Practice skills in working with Aboriginal young people, their families and communities using culturally safe and respectful practice.
- Ability to conduct complex parenting capacity and risk assessments.
- Ability to conduct competent kinship carer assessments
- Well-developed organisational skills.
- Excellent communication skills.
- Excellent written skills and ability to prepare reports.
- Well-developed interpersonal and mediation skills.
- Well-developed computer literacy skills, including word processing.

**Key Experience:**

- Demonstrated experience in cultural strengths based practice with Aboriginal people, families and communities.
- Demonstrated experience in working with parents and families to ensure the safety and enhance the health and wellbeing of their children and young people.
- Demonstrated skills and experience in the assessment of: parenting capacity and kinship carer assessments
- Experience in working with children, their families and carers in the statutory care context.
- Experience in the delivery of evidence informed therapeutic parenting programs.

**Qualifications:**

- Essential: Bachelor degree in either psychology or social work or related discipline;
- Desirable: - Experience in delivering Therapeutic Parenting Programs (E.g Parenting Under Pressure, Bringing up Great Kids, Circle of Security)

**Reports to:**

PSP Manager

**Essential:**

Minimum of 3 years in working with vulnerable families.  
Current drivers licence.