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| **Instructions** | | | | | | | | | |
| 1. Address and complete each response demonstrating the situation, action and outcome of each criteria 2. Complete all required fields 3. Complete check boxes and include required documents to ensure your application proceeds to short listing (incomplete applications will not be considered for interview) | | | | | | | | | |
| **Applicant details** | | | | | | | | | |
| **Applicant family name** | |  | | | | | | | |
| **Applicant given name** | |  | | | | | | | |
| **Preferred contact number** | |  | | | **Alternative contact number** | | | |  |
| **Address** | |  | | | | | | | |
| **Referee list** | | | | | | | | | |
| **Referee 1 details** | | | | | | | | | |
| Name | | |  | | | | | | |
| Position title | | |  | | | | | | |
| Organisation | | |  | | | | | | |
| Contact number | | |  | | | | | | |
| Relationship to applicant | | | Manager/supervisor  Colleague  Personal | | | | | | |
| Time of relationship to applicant | | | Current  Previous | | | | Number of years |  | |
| **Referee 2 details** | | | | | | | | | |
| Name | | |  | | | | | | |
| Position title | | |  | | | | | | |
| Organisation | | |  | | | | | | |
| Contact number | | |  | | | | | | |
| Relationship to applicant | | | Manager/supervisor  Colleague  Personal | | | | | | |
| Time of relationship to applicant | | | Current  Previous | | | | Number of years |  | |
| **Referee 3 details** | | | | | | | | | |
| Name | | |  | | | | | | |
| Position title | | |  | | | | | | |
| Organisation | | |  | | | | | | |
| Contact number | | |  | | | | | | |
| Relationship to applicant | | | Manager/supervisor  Colleague  Personal | | | | | | |
| Time of relationship to applicant | | | Current  Previous | | | | Number of years |  | |
| **Application attachment checklist** | | | | | | | | | |
|  | Letter of application | | |  | | Resume/CV | | | |
|  | Copy of qualifications | | |  | | Completed Key Selection Criteria Form | | | |
|  | \*\*Police check (less than 3 months old) | | |  | | \*\*Colour copy of Working With Children Check | | | |
|  | \*\*NDIS Worker Screening Check | | |  | | Full COVID-19 Vaccination Status | | | |
| \*\* Not essential for application (attach if available) - may be applied for if the preferred applicant after interview | | | | | | | | | |

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| **Applicant name** |  | | | | |
| **Visa details (if applicable)** | | | | | |
| Visa type & number |  | | | Sponsorship required? | YES  No |
| Hours required to work weekly for visa | |  | Other restrictions |  | |
| **Key selection criteria** | | | | | |
| **Qualifications** | | | | | |
| ***Professional clinical experience and relevant qualifications in social work, psychology or a related discipline is essential*** | | | | | |
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| **Mandatory** | | | | | |
| ***A strong knowledge and understanding of the drivers/causes of family violence and child and family vulnerability, as well as the child and family services and/or broader social services sector and their fundamental practices and theories is required.*** | | | | | |
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| ***Demonstrated experience in leading family violence practice within complex service delivery contexts, particularly multi-disciplinary and multi-agency approaches to the provision of services to vulnerable children, families and diverse communities is required.*** | | | | | |
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| **Mandatory** | | | | | |
| ***Relationships building: establishes and maintains relationships with people at all levels; promotes harmony and consensus through diplomatic handling of disagreements; forges useful partnerships with people across business areas, functions and organisations; builds trust through consistent actions, values and communication; minimises surprises.*** | | | | | |
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| ***Initiative and accountability: proactive and self-starting; seizes opportunities and acts upon them; takes responsibility for own actions.*** | | | | | |
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| ***Drive and commitment: enthusiastic and committed; demonstrates capacity for sustained effort and hard work; sets high standards of performance for self and others; enjoys a vigorous and dynamic work environment.*** | | | | | |
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| ***Teamwork: cooperates and works well with others in pursuit of team goals, collaborates and shares information, shows consideration, concern and respect for others feelings and ideas, accommodates and works well with the different working styles of others, encourages resolution of conflict within the group.*** | | | | | |
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| **Demonstrated skills, experience and/or understanding of** | | | | | |
| ***Works collaboratively to drive cultural change: has a clear concept of the culture required to achieve integrated practice, and deliver effective, culturally safe and responsive services; designs and delivers innovative practices that enhance integrated practice and promotes quality practice standards; understands how to build and establish effective practice cultures, identifies change required, describes reasons for it and engages people who can deliver the change.*** | | | | | |
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| ***Expert knowledge and experience working in clinical and social services management roles: has established expertise and capability to lead and embed integrated practice and quality clinical practice; has demonstrated experience in risk assessment and risk management; has demonstrated cross-sectoral expertise in relevant disciplines, including but not limited to a knowledge of the drivers/causes of family violence, child development, attachment and trauma theories; has deep understanding of the role of the law and legal system in the context of responding to family violence and vulnerable children and families.*** | | | | | |
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| ***Stakeholder partnerships: identifies issues in common for one or more stakeholders and uses to build mutually beneficial partnerships; identifies and responds to stakeholder’s underlying needs; uses understanding of the stakeholder’s organisational context to ensure outcomes are achieved; find innovative solutions to resolve stakeholder issues.*** | | | | | |
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| ***Systems thinking: diagnoses trends, obstacles and opportunities in the internal and external environment; understands the linkages between natural systems and communities to inform policy; conceptualises and defines the systems working within the organisation.*** | | | | | |
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| ***Self-management: invites feedback on own behaviour and impact; uses new knowledge or information about self to build a broader understanding of own behaviour and the impact it has on others; understands strong emotional reactions and seeks ways to more effectively manage them.*** | | | | | |
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| ***Demonstrated attention to detail with well-developed administrative and organisational skills to effectively manage high volumes of work and determine priorities, meet targets and deadlines.*** | | | | | |
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| ***Ability to maintain confidentiality at all times.*** | | | | | |
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| ***Demonstrated knowledge and application of computer software, including Microsoft Office and the Internet.*** | | | | | |
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| ***High level verbal and written communication skills that enable effective and appropriate communication with a broad range of people at all levels.*** | | | | | |
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| ***Demonstrated ability to contribute to positive workplace culture and practices.*** | | | | | |
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