

Position Description

Program or Function name:	Services Division Functional Family Therapy® - Child Welfare, High Risk (FFT – CW)
Role Title:	Family Practitioner
Location:	Campbelltown, St Mary's & Edgeworth, NSW
Employment Status:	Full time
Reports to:	Team Leader, FFT - CW

OzChild

OzChild supports vulnerable children and young people by providing healing, preventing abuse and neglect and strengthening families.

OzChild was founded in 1851 and exists to serve the needs of vulnerable children, young people and families. Our vision would see a society where all children live happily in a safe and caring environment. They have their needs met, have a home in which they are well cared for, well-educated and the support that they need to be the best they can.

OzChild employees will endeavour to maintain a service environment (whether it be in the home, on OzChild premises or other locations) where children and young people are physically and psychologically free from exploitation, abuse, illicit drugs and alcohol at all times. All employees have a duty of care in this regard as child safety is critical to OzChild's vision and purpose.

Role Purpose Summary

Evidence based services are internationally recognised as having the highest level of research validating the beneficial outcomes for clients. They are characterised by a clearly articulated theory, comprehensive employee training manuals, model adherence measures and on-going quality assurance systems.

This program provides a family therapy focused model for high risk families with children from birth to 17 years, in the home who are at risk of abuse and neglect and or being placed in out of home care. FFT-CW® is designed to improve family dynamics and functioning, strengthen communication and supportiveness while decreasing intense negativity and dysfunctional patterns of behaviour impacting on children and young people's safety, wellbeing and stability.

The Family Practitioner - Functional Family Therapy - Child Welfare (FFT - CW) is a newly created role within OzChild to strengthen the benefit of services to children, young people and their families in specified areas of NSW.

Position Specific Responsibilities

As a Family Practitioner in the Functional Family Therapy - Child Welfare ® (FFT-CW) team you will be accountable for a caseload of 8 families having been referred to the program via FACS:

As a Family Practitioner, you will be required to:

- Perform Functional Family Therapy - Child Welfare (FFT - CW) with referred families. This entails providing therapeutic interventions consistent with the FFT-CW model, phases, phase goals and required skills and activities.
- Working with families to overcome their barriers to engagement with services and motivate families to create a context for change. This includes being able to match to families and involves working hard to understand each family's unique culture.
- Providing different therapeutic behaviour change techniques with families, (e.g. cognitive behavioural strategies, emotional regulation, psychological strategies to manage mood, substance abuse, parenting strategies), as matched to families' specific needs. Thereby addressing risk factors and strengthen protective factors for families.
- Conduct assessments including review of referral information, identifying systemic risks and protective factors, and developing phase plans for families. This may include the development of safety plans.
- Participate in all model program training, meetings, supervision and consultation activities with either the developer or OzChild Management.
- Develop good working relationships with Aboriginal lead agencies to ensure cultural safety in our practice and good outcomes for aboriginal children and young people.
- Be responsible for all administrative tasks and documentation to a high standard, associated with families within a client management system within timelines in accordance with statutory processes and regulations.
- Be responsible for the administration of outcome measures to families (pre and post FFT-CW). This also involves recording and updating outcomes and data management systems to ensure program quality and participate in Continuous Improvement to identify performance trends, best practices, and opportunities for improvement to the lives of children, young people and their families.
- Maintain stakeholder relationship with referral sources. Coordinate services within agency and with other community providers.
- Participate in building a strong team that is built on inclusiveness and respectfulness operating with a high level of professional management in a complex and demanding environment.
- Ensure that within 12 months of being trained in FFT-CW you are demonstrating fidelity to the model evident within performance reports. Ensuring all other performance reporting and key performance indicators are met.
- Ensure you are compliant with Quality, OHS and Risk management systems for the program.

Key Job Relationships

INTERNAL

- All OzChild employees
- Children and Young People and their families.

EXTERNAL

- FACS and other Government Bodies
- Other CSO's
- Developers of EBM's
- New York Foundling - Implementation partner
- Other Community/welfare agencies
- Peak welfare associations and network

Job Knowledge and Skills

Education: A Bachelor Degree in Social Work/Psychology or equivalent that is recognised in Australia.

Qualifications and Licences:

- Satisfactory safety screening (Police and Working with Children Check).
- Gain accreditation in the Functional Family Therapy - Child Welfare (FFT - CW) model and ensure your practice adheres with the model requirements.
- Must be able to drive, provide and maintain valid Driver's Licence and have access to reliable transportation.

Preferred Knowledge:

- Family systems theory and application.
- Cognitive-behavioural therapy theory and application alongside a range of other evidence based therapeutic skills, tools and techniques.

Skills:

- Knowledge and skills in ensuring the health and protection of children and young people. Knowledge of the Child Protection and Out-Of-Home Care system, standards and practices.
- In-depth knowledge and understanding of the principles and challenges of supporting vulnerable families.
- An understanding of cultural contexts and the unique needs of Aboriginal children and young people.
- Understanding of the broad range of issues impacting on the community services sector.
- Good communication and organisational skills.
- Effective network development skills.
- Advanced computer skills, including the Microsoft Office suite and email, plus familiarity with web-based information management, communications and accounting systems.

Conditions of Employment

The hours for this role are as per the employment contract (up to 76 hours per fortnight) between the hours of 8 am and 8pm. With the team you will develop a monthly roster which will include a weekend where you will be required to be on call to provide telephone support to your clients. In order to perform the duties of the role effectively you will be required to work additional hours or vary your working times as appropriate and necessary, in order to meet your clients' needs. OzChild has a flexible approach to hours of work.

All employees are required to comply with OzChild's child protection policies and Code of Conduct at all times. It is a requirement that employees will not access or cause others to access, view or download any form of pornography in the course of your duties. Actions and behaviour by any employees' member in breach of this policy and related procedures will be treated as a serious matter and may result in disciplinary action up to and including termination of employment.

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.

Occupational Health & Safety

Comply with the requirements of relevant legislation and related OH&S procedures and safe policies and procedures developed by OzChild which is not limited to but does include:

- Completing induction.
- Ensure all work areas are maintained in a safe condition.
- Report to work physically and psychologically fit for duty.
- Report to work fit for duty and not affected by alcohol, illegal drugs, medication or other substances.
- Identify, report and record all safety hazards, incidents and injuries.
- Participate in OH&S training as required.
- Correctly wear and maintain personal protective equipment and clothing.

- Work in a manner that considers the health and safety of others.
- Duty of Care is maintained and upheld.

Child Safety

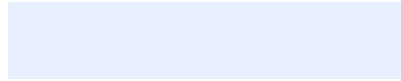
OzChild is committed to creating a child-safe organisation that aligns with our organisational purposes, all relevant Australian legislation and the United Nations Convention on the Rights of the Child. It is a requirement that all OzChild staff, volunteers and carers work to create a child-safe culture, protect children and report observed or suspected abuse and neglect of children to OzChild management and to authorities as required, including being alert to abuse and neglect of children occurring outside this role.

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.](#)