
	Position Title: Community Development Worker	Team: Kinship Care	
	Band: A	Salary: Stream 1, Level 5	Date: July 2022

OUR VISION AND PURPOSE	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</p> <p>For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</p>	<p>Berry Street (South East Vic) provides Kinship services in the Gippsland Region of Victoria. Kinship Care is the care provided to a child or sibling group by their extended family or friends, when they are unable to be cared for by their own parents. This Kinship arrangement may come about through informal family arrangement, Child Protection intervention, Permanent Care or Family Court involvement. Berry Street’s Kinship Care Service is a Gippsland wide service and is designed to accommodate all kinship arrangements. This service is tiered and provides for an information and advice phone line, family services outreach and Child Protection contracted case management. The Community Development Worker sits in the Kinship Team. The role involves facilitating and coordinating group work for the kinship care support groups. This is an outreach project, working with kinship carers and the children in their care enabling them to access and participate in mainstream services and programs, while offering support to service providers to better understand the needs of this group more generally.</p>
<p>OUR VALUES</p> <p>We expect all staff to apply these Values in all aspects of their work.</p> <p>Courage: to never give up, maintain hope and advocate for a ‘fair go’</p> <p>Integrity: to be true to our word</p> <p>Respect: to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p>Accountability: to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p>Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>PRIMARY OBJECTIVES OF THE ROLE</p> <p>The Community Development Worker will be required to organise, coordinate and facilitate forums, regular support groups and community and professional education sessions to support Kinship carer households and their networks. When facilitating support groups you will be required to assist people in navigating Child Protection, Centrelink and the legal system, foster social connections, parenting and behaviour management strategies, support and advocacy, positive and encouraging environment, sharing knowledge, information and experiences, advice and information, guest speakers, child friendly facilities, emotional support and self-care, education, connection to community supports. Workers will also be expected to develop relationship relationships within the Gippsland region with key stakeholders including other community service organisations, schools, kinship carers and their extended networks. Overall, The Community Development Worker will take primary responsibility for the creation and delivery of a model that will encourage and enhance the lives of children of carer families by providing opportunities for them to increase their understanding and commitment to the care of children from disadvantaged environments. The role aims to enable children and their carers to participate in discussions and activities in a supportive group work environment, in which opportunities are also provided, in the group work environment, to debrief in regard to their experiences of caring in the Home Based Care System.</p>

REPORTING RELATIONSHIPS

This role is based at our Morwell Office, Gunaikurnai Country in Berry Street's South East Victoria Region. This role reports to the Kinship Care Team Leader who will provide supervision and review.

EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement and occupational health and safety.
- Berry Street is committed to service delivery that prioritises diversity and inclusion. We aim to ensure every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality or religion.
- Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children. We are committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify as LGBTIQ+. We aim to ensure every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality or religion.

KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.
- Experience working in supported Early Childhood settings, particularly those with an outreach focus.
- Demonstrated ability to facilitate a group-based project and a proven ability to develop group work models.
- Excellent project coordination skills and ability to network with a range of internal and external stakeholders.
- Excellent interpersonal skills and the ability to interact and communicate with stakeholders from varying social contexts, other professionals within the field and families from diverse cultural backgrounds who are experiencing multiple disadvantage.
- A working knowledge and understanding of the early childhood service sector.
- Demonstrated understanding of the inter-generational factors and the complexity of the kinship carers including issues involved in engaging effectively with kinship carers.
- A willingness to participate in carer development and provide appropriate training.
- Knowledge of demonstrated understanding of and commitment to the principles of equity, diversity and occupational health and safety.
- A demonstrated understanding of the theoretical frameworks that underpin Berry Street's approach to Kinship care and Out of Home Care, in particular, child developed, attachment, trauma and grief and loss.

QUALIFICATIONS AND OTHER REQUIREMENTS	DESIRABLE
<ul style="list-style-type: none"><li data-bbox="159 140 1128 204">• A tertiary or Diploma qualification in Social Work, Youth Work or other related discipline<li data-bbox="159 212 1128 316">• Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.	N/A

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Direct Service Delivery	<ul style="list-style-type: none"> • Build trust and consistent relationships with kinship carers, foster carers and children. • Engage and support kinship families and foster families and the children in their care so that they can enjoy a safe and supportive playgroup experience. • Create ways to involve and engage all parties in the playgroup experience. • Help assist foster carers and kinship families to connect to other early years services e.g. Maternal and Child Health, and to wider community facilities e.g. museum, art gallery, as opportunities arise. • Model adult/child play partnering through quality play ideas and experiences for children attending the playgroup with a particular focus on children from birth to school entry. • Provide information, advice and resources on creative child related play activities. • Interact with children to encourage play. • Promote the playgroup to kinship families as an informal support network for kinship carers. • Provide opportunity for education and information sharing on parenting, child development and other topics specific to the experiences of kinship carers and foster carers. • Unpack and pack up play experiences from playgroup van using appropriate manual handling activities. • Recognise, value and respect the cultural and religious backgrounds of each kinship and foster family that engages in the group work model.
Administration	<ul style="list-style-type: none"> • Maintain accurate program records. • Attend and participate in supervision. • Other duties as directed.
Program Development	<ul style="list-style-type: none"> • Participate in service development and project evaluation. • Participate in program planning where appropriate. • Be involved in projects linked to wider Berry Street Early Years Strategic initiatives where appropriate. • Link and consult with relevant peak bodies and services providers including FKA Multicultural Children’s Services, Kinship Care Victoria and Playgroup Victoria.
Other	<ul style="list-style-type: none"> • Conduct oneself in accordance with Berry Street Covid Safe directions. • Other duties as required



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INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
Work Environment	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Regular
	Be exposed to all outdoor weather conditions.	Regular
	Work in unstructured environments (e.g. outreach, working from home).	Regular
	Work office hours with the possibility of extended hours.	Regular
	Work on-call after hours.	Regular
	Work in an open plan office.	Daily
	Work in buildings which may be two-storey.	Regular
	Sit at a computer or in meetings for extended periods.	Daily
	Work in an environment with competing demands.	Daily
	Present at court and other jurisdictions.	Occasional
People Contact	Liaise with government, non-government and community organisations.	Daily
	Work with clients who may have a physical or sensory disability.	Regular
	Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Regular
	Interact with clients and members of the public who could display verbal or physically challenging behaviour.	Regular
	Facilitate access to specialist, generic and community services.	Daily
	Undertake training and professional development activities.	Regular
Administrative Tasks	Undertake administrative tasks which may include the following: computer work, filing, writing reports, case notes/plans and client records, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.	Daily
Transport	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regular
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Occasional