

## Position Description

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<b>Program or Department Name</b>	Restoring Families
<b>Position Title</b>	Restoring Families Multisystemic Therapy- Child Abuse and Neglect Clinical Caseworker
<b>Award Classification</b>	SCHADS Award – Level 5
<b>Program Location</b>	<i>Goulburn</i>
<b>Employment Status</b>	Full-time ongoing
<b>Reports To:</b>	Restoring Families Multisystemic Therapy- Child Abuse and Neglect Program Supervisor

## OzChild

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Founded in 1851, OzChild supports vulnerable children and young people by providing healing, preventing abuse and neglect, and strengthening families. We work in partnership with children, families, communities and government to reduce harm and create sustainable change.

Our goal is for all children and young people to be safe, respected, nurtured, and supported to reach their full potential.

## Child Safety

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OzChild is committed to protecting children and young people from all forms of abuse, bullying, exploitation and neglect. We create environments across all programs and services where children are safe and feel safe.

All OzChild People are required to:

- Prioritise the safety and wellbeing of children and young people
- Comply with mandatory reporting and reportable conduct obligations
- Adhere to OzChild’s Safeguarding Children Policy and Code of Conduct at all times

## Role and Purpose

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The **Restoring Families Multisystemic Therapy-Child Abuse and Neglect (MST-CAN®) Clinical Caseworker** supports the MST-CAN® team by providing case management to a maximum of 12 families in the home and the community, where children are at imminent risk of removal. As specified by the requirements set out in the MST License this support will be provided under the supervision of the MST-CAN® Supervisor and MST-CAN® Consultant, and as part of the Restoring Families intervention stream.

MST-CAN® is an internationally recognized program for families who have come to the recent attention of child protection services due to physical abuse and/or neglect.

MST-CAN® is designed to treat 0-17 year-olds and their families and is proven to keep them together, ensure children and young people are safe, prevent abuse and neglect, reduce mental health difficulties experienced by adults and children and increase natural social support.

Major objectives:

- To reduce the numbers of children and young people aged 0-17 years old in statutory out of home care
  - To deliver MST-CAN® interventions to families for up to 9 months.
  - To ensure that program fidelity is maintained at all times
  - To promote and sustain key relationships with community partners.
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## The OzChild Way

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In undertaking this role, the **Restoring Families MST-CAN® Clinical Caseworker** supports and demonstrates the OzChild Way behaviours and accountabilities as follows:

**We deliver evidence-based services:** Deliver strengths based, -evidence informed- practice that is guided by OzChild's National Practice Framework, legislative requirements, and relevant practice models. Apply structured assessment, planning, and intervention approaches to support child safety, address risk, and strengthen family functioning.

**Our customers determine our success:** Work in partnership with children, young people, and families to ensure services are responsive, respectful, and tailored to their needs, strengths, and circumstances. Support family voice, choice, and participation in goal setting and -decision making, while maintaining- a clear focus on child safety and wellbeing.

**We deliver innovative solutions:** Use flexible, creative, and responsive approaches to engage families experiencing complexity and multiple stressors. Identify and respond to barriers to engagement and progress, drawing on professional judgement and collaboration to support sustainable change.

**We set each other up for success:** Work collaboratively with colleagues, Team Leaders, Community Connectors, and partner services to support coordinated, whole of- -family responses. Participate actively in supervision, reflective practice, and shared learning to enhance practice quality, consistency, and outcomes.

**I learn, adapt, grow, and embrace my cultural competence:** Demonstrate commitment to ongoing learning, reflective practice, and professional development. Practice with cultural humility and responsiveness, recognising and respecting the diverse identities, experiences, and strengths of families, and supporting culturally safe engagement, particularly with Aboriginal children and families.

## Position Specific Responsibilities

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In order to achieve the expectations as outlined above, the following key areas of responsibility have been identified:

- Assist therapists in gathering information about resources for clients through a proactive stance of working to anticipate the need of clients and families.
- Engage primary caregivers and other key participants in active change-oriented treatment by identifying and overcoming barriers to engagement.
- Assist therapists in formulating a problem conceptualisation, treatment planning, intervention implementation, outcome review and strategy revision procedure using the MST Analytic Process.
- Maintain clear and concise documentation of treatment efforts that promote peer and supervisory review and feedback, and that demonstrate compliance with the nine MST Principles and the MST Analytic Process.
- Perform safety checks at the direction of the supervisor or therapist, respond to emergencies and implement crisis plans.
- Obtain drug screens and/or breathalysers for parents or youth who are abusing substances.
- Participate in all MST-CAN training, supervision and consultation activities.
- Build collaborative relationships with community stakeholders (i.e. child protection services, courts, schools etc) to ensure cooperation among service providers.
- Assist clients in practical needs such as housing, budgeting, job attainment, and prosocial recreational activities.
- Assist the clinical team and parents with children's school adjustment.
- Develop a resource book for the team of activities and services available in the community that support the clinical interventions.
- Assist in CAN-TAM-R collection by connecting families with the interviewer.
- Be available to clinicians and engage in activities to support clinicians in their work with families.
- To participate in monitoring and researching procedures designed to evaluate the impact of MST-CAN in line with the MST principles and respond appropriately to feedback.
- Assist the team in on-call rotation (if the clinical casework is qualified to do so), providing 24/7 duty cover 1 week in 4.
- Deliver safe, child focused, and family-centred support in line with current legislation, program, and practice requirements.
- Utilise approaches aligned with the National Practice Framework, Safe & Together & MARAM framework.
- Work in partnership with Aboriginal Community Controlled Organisations and Aboriginal services to support culturally safe practice and better outcomes.

## Key Relationships

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### Internal

- Restoring Families MST-CAN® Program Supervisor, Therapist, Psychiatrist & Mental Health Nurse
- Program Manager

### External

- Department of Families, Fairness and Housing (DFFH)
- Child Protection practitioners, navigators, and practice leaders

- Practice and Implementation team
- National Support teams
- OzChild staff, students, and volunteers
- Community service, health, housing, education, and legal providers
- Aboriginal Community Controlled Organisations

## Qualifications

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### Essential

- A **Bachelor Degree in Social Work/Psychology** or equivalent that is recognised in Australia.

### Desirable

- Experience in Cognitive-Behavioural Therapy including trauma treatment, Structural Family Therapy, Strategic Family Therapy, and behaviourally-based treatments.
- Knowledge and demonstrated experience using evidence based clinical practices and their application to treat families

## Skills and Experience

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- Previous experience in the child and family welfare field. This experience may be in Child Protection, Out of Home Care, Family Services and/or other services working with vulnerable families and children.
- A working understanding of the culture and strengths of families within the MST-CAN population (Families with 0-17 years old children).
- Knowledge of Child Protection issues in relation to children 'at risk', including an understanding of the current legislation.
- Demonstrated ability to provide high quality, innovative direct service in the clinical assessment and treatment of children, young people and families, including case management skills.
- Management of suicidal or homicidal threats and family safety risks, including the implementation of interventions within or between systems in the youth's natural ecology that effect or influence the behaviour of youth (i.e. family, peer, school and neighbourhood), and the ability to develop a safety plan.
- Behavioural therapy targeting behavioural change in children at home and school.
- Substance use/abuse theory, behavioural approaches to SA treatment including contingency management.
- Ability to assist families to access resources available in the community including housing, budgeting and financial support and employment support services.
- Excellent verbal and written communications skills.
- Willingness and capacity to work flexible hours.
- Highly developed skills in working as part of a team and dealing with complex cases.

- A commitment to continuous quality improvement and professional development to improve model adherence.
- Proficient computer skills and experience in electronic client management systems.
- Capacity to work flexibly to meet service and family needs.
- Experience working with persons from Aboriginal and CALD (Culturally and Linguistically Diverse) backgrounds.

## Screening and Licences

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- National and International Police Check
- Working with Children Check (relevant State/Territory)
- Current driver's licence and access to reliable transport

## Mandatory Training

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All OzChild employees must complete mandatory and program specific training on commencement and refresher training as required.

## Your Organisational Responsibilities

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All OzChild People are required to:

- Comply with OzChild policies, procedures and codes of conduct
- Uphold child safety, cultural safety, diversity, equity and inclusion
- Maintain privacy, confidentiality and information sharing- obligations
- Represent OzChild positively in all professional and public settings

## Your Safety and Wellbeing Responsibilities

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- Take reasonable care for own health and safety and that of others
- Comply with workplace health and safety requirements
- Report hazards, incidents, injuries or near misses
- Participate in safety and wellbeing initiatives and consultations
- Support return to- work processes where -required

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## Employee Acknowledgement

This Position Description reflects the primary responsibilities of the role but is not exhaustive and may also be adjusted in line with program and organisational needs without changing the level of responsibility.

I confirm that I have read and understand this Position Description.

Name	Signature	Date