

# Position Description

<b>Title</b>	Principal Practitioner Lead
<b>Business unit</b>	Children, Youth, and Families (CYF)
<b>Location</b>	130 Lonsdale Street, Melbourne VIC 3000 (with travel across Vic & Tas)
<b>Employment type</b>	Full Time, Ongoing
<b>Reports to</b>	CYF Practice Lead

## About Uniting

Uniting Vic Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people, and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills, and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex, and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

**Our purpose:** To inspire people, enliven communities and confront injustice

**Our values:** We are imaginative, respectful, compassionate and bold

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## 1. Position purpose

The Principal Practitioner Lead provides operational and clinical supervision to the Principal Practitioner workforce across Children, Youth and Families (CYF). The role ensures consistent, high-quality and trauma-informed practice aligned to Uniting's Trauma Model of Care (TMoC), funder requirements, and practice frameworks, and supports service delivery through strong clinical oversight, collaboration, and guidance.

## 2. Scope

- **Budget:** Nil

**People:** TBC

**Direct reports:** 8

- Principal Practitioners

## Position Description

### Principal Practitioner Lead

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### 3. Relationships

#### Internal

- CYF Practice Lead
- Training and Coaching Lead
- Service Delivery Leads / Senior Managers
- Outcomes and Evaluation Team
- Quality and Safeguarding Team

#### External

- Sector practice and clinical networks
  - Funders and government stakeholders
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### 4. Key responsibility areas

#### Clinical and operational supervision

- Provide operational and clinical supervision to Principal Practitioners across Victoria and Tasmania.
- Ensure strong clinical oversight, reflective practice, and consistent application of TMoC.
- Support performance, role clarity, and achievement of role objectives across the PP team.

#### Practice leadership and consistency

- Formulate strategies and concept.
- Create cohesion and consistency in practice across regions and programs.
- Ensure practice advice and support provided by Principal Practitioners aligns with TMoC and funder practice frameworks.
- Support Principal Practitioners to enable strong frontline practice.

#### Collaboration and service delivery support

- Work closely with Service Delivery Leaders to understand emerging needs, trends, and risks.
- Ensure Principal Practitioners are responsive to service delivery priorities and provide relevant practice support.

#### Training, coaching, and workforce development

- Collaborate with the Training and Coaching Lead to identify training and capability gaps.
- Guide and inform training, coaching and secondary consultation priorities.

#### Evidence and outcomes

- Work in partnership with the Outcomes and Evaluation team to ensure practice is evidence informed.
- Support practice approaches that strengthen consumer outcomes and continuous improvement.

#### People and teams

- Establish, lead, coach and inspire an engaged and productive team
- Lead the team in leading practices and effective process governance
- Provide support, guidance, coaching, leadership, and empowerment to the team including feedback through performance reviews and regular supervision.

## Position Description

### Principal Practitioner Lead

- Undertake regular supervision and performance review with line manager, providing feedback to promote collaborative working relationships.
- Promote and maintain a positive, respectful, and enthusiastic work environment.
- Provide authentic team leadership and the highest level of professional conduct in alignment with Uniting's values.

#### Legal requirements & risk management

- Ensure all legal, funder and statutory requirements pertaining to the position are met including serious incidents, reportable conduct, and mandatory reporting (child safety)
- Foster a culture where risks are identified and appropriately managed
- Report areas of serious risk to next level supervisor and work together to mitigate those risks.

#### Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon, and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report **health** and **safety** hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
  - Based on a relationship with a current member of Uniting's workforce
  - Based on my ongoing work with another organisation

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#### Decision making

The role has authority to make day-to-day operational decisions relating to the supervision, performance, and deployment of the Principal Practitioner team. Decisions are guided by Uniting policies, practice frameworks, Trauma Model of Care, and funder requirements. Significant practice risks, resourcing issues, or strategic matters are escalated to the CYF Practice Lead.

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## 5. Performance indicators

3. High-quality, consistent clinical and operational oversight is embedded across the Principal Practitioner workforce.
- Principal Practitioners demonstrate strong role clarity, sound clinical judgement, and alignment with the Trauma Model of Care and funder expectations.
  - Cohesive and consistent practice approaches are evident across regions and programs.
  - Practice risks and inconsistencies are identified early and addressed effectively.
  - Practice leadership actively supports service delivery priorities and complex frontline needs.

## Position Description

### Principal Practitioner Lead

- Workforce capability is strengthened through targeted supervision, coaching, and development.
- Principal Practitioners are engaged, supported, and effective in enabling strong frontline practice.
- Strong collaborative relationships underpin effective practice leadership across CYF and with external stakeholders.
- Practice and clinical risks are proactively identified, escalated, and mitigated.
- Leadership consistently models Uniting's values, child safe commitments, and professional conduct

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## 6. Person specification

### Qualifications

#### Essential:

- Postgraduate qualification in Psychology, Social Work, or a related clinical discipline
- Current professional registration with relevant governing body

#### Desirable:

- Advanced training in trauma-informed practice or specialist CYF frameworks

### Experience

#### Essential:

- Significant experience providing clinical supervision and guidance on complex CYF cases
- Demonstrated experience supporting and leading senior practitioners
- Strong stakeholder relationship management skills
- Experience working within large or complex service systems

#### Other requirements:

- Willingness and capacity to travel across Victoria and Tasmania as required

### Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- Advanced clinical expertise within the CYF sector
- Strong capability in operational and clinical supervision
- Ability to build trust, influence practice, and work collaboratively across functions
- High-level communication and relationship skills

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## 7. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

**This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.**

## Position Description Principal Practitioner Lead

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### 8. Acknowledgement

I have read, understood, and accepted the above Position Description

#### Employee

Name:

Signature:

Date: