

Position Description

Title	Children, Youth, and Families (CYF) Practice Governance Lead
Business unit	Children, Youth, and Families (CYF)
Location	130 Lonsdale Street, Melbourne VIC 3000 (with travel across Vic & Tas)
Employment type	Full Time, Ongoing
Reports to	Executive Director, CYF

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

1. Position purpose

The CYF Practice Governance Lead is responsible for leading and driving evidence-informed, safe and trauma-informed practice across Uniting's Children, Youth and Families portfolio.

The role stewards the implementation and embedding of Uniting's Trauma Model of Care (TMoC), ensures consistent and high-quality practice, and provides senior clinical leadership, guidance and influence aligned to Uniting's CYF Strategy and Uniting Strategy 2030.

2. Scope

Budget: Nil

People: TBC

Direct reports: 3

- Principal Practitioner Lead
- Training and Coaching Lead
- Practice Development Co-ordinator

Position Description

CYF Practice Governance Lead

3. Relationships

Internal

- Executive Director, CYF
- Heads of Service Delivery
- Principal Practitioners
- Quality and Safeguarding team
- Outcomes and Evaluation team

External

- Sector practice and clinical leaders
 - Funding bodies and government representatives
 - External practice and clinical networks
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4. Key responsibility areas

Practice leadership and strategy

- Steer and embed the Trauma Model of Care (TMoC) across all CYF programs.
- Provide strategic leadership to ensure consistent, safe, and evidence informed practice.
- Ensure practice leadership directly informs service delivery and consumer outcomes.
- Influence and shape the practice elements of Uniting's CYF Strategy in alignment with Uniting Vic Tas's Strategy.
- Ensure data accuracy that will contribute to effective analysis.

Clinical expertise and workforce capability

- Act as senior subject matter expert in CYF clinical and practice frameworks.
- Lead and oversee practice guidance, clinical supports, coaching and training across CYF.
- Provide expert consultation on complex presentations, trends, and risk across services.
- Hold operational and clinical supervision responsibilities for senior practice roles.

Stakeholder engagement and sector leadership

- Build and maintain strong internal relationships to drive practice consistency and buy-in.
- Represent Uniting as a leader in evidence informed CYF practice across the sector.
- Engage externally with sector peers and funders on practice, quality, and clinical matters.

Quality, risk, and safeguarding

- Ensure alignment with legal, funder and child safeguarding requirements.
- Apply strong risk assessment and mitigation within practice leadership decisions.
- Partner with Quality and Safeguarding to strengthen practice governance and assurance.

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.
- Undertake regular supervision and performance review with line manager, providing feedback to promote collaborative working relationships

Position Description

CYF Practice Governance Lead

- 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.

Decision making

The role operates with a high degree of autonomy in practice and clinical leadership decisions, guided by Uniting's Excellence Framework, Trauma Model of Care, CYF Strategy and Uniting Vic Tas's Strategy. Matters of significant organisational risk, resourcing or strategic change are escalated to the Executive Director, CYF.

5. Performance indicators

- A clear, unified practice vision is embedded across CYF, aligned with the CYF Strategy and Uniting Strategy.
- Practice leadership demonstrably improves service quality, safety, and consumer outcomes.
- CYF practice is consistently safe, trauma-informed, evidence informed, and responsive to emerging research and sector trends.
- Workforce capability is strengthened through strong senior clinical leadership and aligned practice structures.
- Senior practice leaders are effective, well supported, and driving consistent practice outcomes.

Position Description

CYF Practice Governance Lead

- Uniting is recognised as a credible and influential leader in CYF practice at sector and system levels.
- Strong, trusted relationships are maintained with funders, government, and sector stakeholders.
- Practice governance effectively supports safeguarding, accountability, and quality assurance.
- System level practice risks are anticipated, assessed, and managed proactively.
- A high performing, engaged, and collaborative practice leadership team is sustained. Leadership consistently models Uniting's values, ethical decision-making, and child safe principles.

6. Person specification

Qualifications

Essential

- Postgraduate qualification in a relevant clinical or human services discipline
- Eligibility to maintain appropriate professional registration (where applicable)

Desirable:

- Advanced training in trauma-informed practice or systems based clinical models

Experience

Essential:

- Senior clinical and practice leadership experience within the CYF sector
- Demonstrated experience leading evidence informed and trauma-informed practice
- Strong experience in stakeholder engagement at senior and sector levels
- Proven ability to assess and manage complex risk

Desirable:

- Experience leading practice strategy within large or complex service systems

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 and practice expertise within CYF
- Strong strategic thinking and influence
- Exceptional communication and relationship building skills
- Ability to lead system-level practice change

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
CYF Practice Governance Lead

8. Acknowledgement

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

Employee

Name:

Signature:

Date: