

Position Description

Position Title	Kinship First Supports Worker
Program or Department name	Kinship
Reports to	Team Leader , Kinship First Supports

OzChild

OzChild was founded in 1851, we support vulnerable children and young people by providing healing, preventing abuse and neglect, and strengthening families.

It is our goal to see that all children and young people are safe, respected, and nurtured, and reach their full potential.

Child Safety

We are committed to protecting children and young people from all forms of abuse, bullying, exploitation and neglect, and to creating environments in all our programs and services where children are safe and feel safe.

We are committed to listening to children and addressing any concerns they raise with us. OzChild will treat all allegations of child abuse very seriously. We will report all allegations in compliance with incident reporting, mandatory reporting and reportable conduct requirements.

All OzChild People are required to support this commitment to child safety, and to behave appropriately towards children at all times.

Role Purpose Summary

The purpose of the position is

The OzChild Way

The purpose of the position is to promote placement quality and support children and young people living with kinship families to thrive and to promote placement stability and reduce the likelihood of children and young people entering residential care.

In doing so, the position will support the OzChild Way behaviours and accountabilities as follows:

We deliver evidence-based services: Utilise your professional knowledge and skills to monitor, review, develop and maintain policy, procedure, practices and guidelines that supports the accurate and timely completion of processes and reporting to support our Service Delivery and Program Teams.

Our customers determine our success: Support and continually develop and enhance networks within OzChild and the capability of our Service Delivery and Program Teams to support the effective delivery of high quality services to children and young people, their families and to carers/volunteers.

We deliver innovative solutions: Engage others in the development of functional plans, tactics and activities to support innovation in services and achieve the desired outcomes articulated in the OzChild Strategic Plan.

We set each other up for success: Support collaboration with internal and external stakeholders and directly support your team and the Service Delivery and Program Teams by providing the necessary guidance, development, and tools for people to achieve success in their roles.

I learn, adapt, grow, and embrace my cultural competence: Demonstrate a willingness and energy for personal learning, adapt to and embrace change, and develop your cultural competence.

Position Specific Responsibilities

- Provide practical and emotional support to kinship carers
- Provide material aid through flexible brokerage to support and stabilise kinship placements where needs have been identified.
- Build the capacity of kinship carers to better understand and respond to the needs of young people in their care, promoting their safety, stability, and development.
- Assist carers to promote connection to culture, particularly for Aboriginal and Torres Strait Islander children.
- Where appropriate and in line with the case plan goals, provide additional support to help children in kinship care reunify and/or have contact with their parents, extended family members and siblings.
- Assist carers to understand, navigate and advocate for themselves, and the children/young people in their care, within the service system (including the DFFH Child Protection system).
- Liaison and advocacy with key stakeholders such as DFFH Child Protection, educational institutions, specialist services and other service providers to ensure that the needs of the children/ young people and their carers are met.
- Support the implementation of the OzChild National Practice Framework and work in partnership with kinship carers.
- May be required to undertake and complete Part B assessments as directed by Kinship Program Leadership.

Key Job Relationships

Internal

- Kinship staff
- Kinship Leadership Group
- All OzChild people

External

- Kinship Carers
- Children, young people, and their families
- Department of Families, Fairness and Housing, Child Protection
- Schools/ Educational institutions
- Specialist services/ other professionals
- Other community service organisations

Qualifications

Essential

- A tertiary qualification in social work or equivalent approved by the AASW or equivalent.

Screening and Licences

- OzChild will conduct interviewing, reference checking, and ensure the completion of satisfactory safety screening (National / International Police Check and Working with Children Checks) relevant to the State or Territory that the position is undertaken.
- Must be able to drive, provide and maintain a valid Drivers' Licence and have access to reliable transportation.

Skills and Experience

- Previous experience in the child and family welfare field. This experience will be in Child Protection, Out of Home Care, Family Services and/or other services working with vulnerable families and children.
- Experience working with at risk and vulnerable children and families.
- Ability to develop relationships with families, children, young people, carers and other professionals.
- Outstanding engagement and case work skills.
- Knowledge of child protection issues in relation to children 'at risk'.
- Demonstrated interest in and ability to work with children and young people.
- Ability to liaise with families, carers and professionals.
- Outstanding communication skills.
- Excellent written skills.
- Ability to work and contribute as a positive member of a team.
- Understanding of the frameworks and legislation relevant to children in alternative care. A thorough understanding of child development and trauma and theories relevant to children/young people placed in care.

Mandatory Training

All employees of OzChild are required to complete Mandatory Training and Program Specific training upon commencement of employment and complete refresher training as required.

Your 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.
- Travel between office locations maybe required.

Your OzChild People Responsibilities

- Ensure compliance with OzChild's Code of Conduct, policies and procedures, and commitment to cultural awareness and child safety.
- Demonstrate commitment to diversity, respect differences and foster an environment and relationships that are safe, healthy, positive, supportive and free from all forms of harassment, bullying and discrimination.
- Participate in and complete all mandatory training and participate in other training and development opportunities to ensure they have the necessary qualifications, skills, certificates and clearances to meet the requirements of their position.
- Embrace and utilise technology and new ways of working to enhance collaboration, effectiveness and outcomes.
- Ensure the safety and well-being of self and other.
- Work together as a team and encourage and support others within their team.
- Speak up and making it clear when behaviour is unacceptable.
- Support those who are affected by breaches of Policy or Procedure and encouraging them to take action.
- Raise concerns and or complaints in a constructive manner, including identifying possible solutions.

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- Assume accountability for safety and wellbeing for self and others.
 - Undertake all duties safely and in accordance with applicable policy, procedures and processes.
 - Participate in safety and wellbeing consultative forums and contribute ideas to improving safety and wellbeing.
 - Where appropriate, participate in workplace safety and wellbeing training, programs and initiatives.
 - Report all work health and safety breaches, hazards and incidents, and assist with actions to reduce and eliminate risks.
 - Report any work related or non-work related injury or illness.
 - Support return to work programs to facilitate safe and durable return to work for OzChild People, where possible, for both work related and non-work related Health Condition/s.
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