

Position Description

Position Title:	Child and Family Practitioner – IFS Focus, Public Housing Estate	Position Grade:	SCHADS 5
Department/Division:	Family Services	Position No.	
Reporting to:	Team Leader – Family Services		
Position summary/purpose:	First Nations People, LGBTIQA+ people, people with disability, people of colour, public housing residents or people with a lived experience are encouraged to apply. Drummond Street (DS) Services deliver early intervention case work, counselling and group support to individuals, families and communities, using a developmental and whole of family, life course approach. Our services are open to all children, young people, families and individuals but assertively engage those experiencing marginalisation and/or discrimination, including First Nations, public housing residents, people of colour, LGBTIQA+, people with disability, trauma survivors, women (including those with justice involved) and children. We target risk and protective factors for wellbeing, including family violence and mental health, in domains of individuals, families, community and society. Responding to vulnerability inherent in key transitions (pregnancy of second, third or more children, infancy, childhood, adolescence - and adverse life events), we provide interventions focused on individuals, children, young people and families across the spectrum of promotion, prevention – universal and selective, early intervention, treatment and recovery interventions. The Child and Family Practitioner – IFS Focus Public Housing Estates works with vulnerable children, young people (including from pre-birth up to the age of 18 years) and their families, with a particular focus on families living in the high-rise housing estates in the City of Melbourne and Moonee Valley, who are being impacted upon by disadvantage including poverty, trauma, substance abuse, mental health and family violence and are potentially at risk of becoming involved with the Child Protection system or are already involved with Child Protection. The IFS program (Integrated Family Services) is funded by DFFH and delivered through the Western Melbourne Child and Family Services Alliance which DS is a part of. DS is committed to child safety and to creating and maintaining a child safe organisation in line with the Victorian Child Safe Standards. The safeguarding and wellbeing of children and young people is central to our work. We have zero tolerance for child abuse and are committed to acting in the best interests of children and young people. All staff are required to participate in a thorough recruitment and screening process, including holding a current Working with Children Check and completing a National Police Check.		

Key Responsibilities

Supportive community, family relationship and child focused interventions

- Provide centre based and outreach support on the public housing estates in City of Melbourne and Moonee Valley for children, young people and their families that reduce risks and increases protective factors for a range of developmental outcomes.
- Assertively engage with families and their children that are difficult to reach or engage through other community engagement or in collaboration within DS.
- Manage a caseload of allocated families providing comprehensive, whole of family assessment of presenting needs, strengths, risk factors and risk alerts.
- Deliver a range of multidisciplinary interventions with the family that matches service intensity and interventions to the complexity of the family's needs.
- Work with the family to identify goals and develop a whole of family action plan, ensuring that children's health and wellbeing is central to the goals.
- Continuously review the case through supervision and ensure that the action plan goals, dynamic risks and safety are reviewed.
- Communicate respectfully and honestly with families and demonstrate transparent practice in relation to welfare concerns.
- Complete risk assessments in line with the Best Interests Case Practice Framework.
- Arrange case conferences/care team meetings where required.
- Facilitate coordination within the multiple agency service system and work collaboratively with other services, including Child Protection and Integrated Family Services' partner agencies when a child is believed to need protection or providing a joint response between our service and Child Protection where there is an open case.
- Undertake comprehensive closure and exit planning with families to ensure that their goals have been achieved and additional supports are in place, as required.
- Complete all client records and other required documentation including case plans, client assessments, letters to GP's in accordance with DS policy.
- Provide community engagement and development approaches to build supportive pathways for vulnerable communities and families.
- Develop and maintain knowledge of community resources and networks.
- Develop and facilitate psycho-social and skills-based educational seminars, group intervention and psycho-social programs, including topics relating to mental health literacy, relationships, parenting, children and young people's mental health, wellbeing and positive development.
- Ensure adherence to professional practice standards and DS's policies and procedures including those relating to Practice.

Networking and Partnerships

- Represent the organisation positively with a range of external health, social services and other relevant providers for the purpose of making appropriate client referrals, providing conjoint support where required, and marketing and promoting the agency programs.

- Develop and deliver training to community members, partners, and the broader sector.
- Work collaboratively with other services to identify and address services gaps and client needs.
- Establish referrals networks and pathways for families.

Research and Evaluation

- Assist with the development and implementation of evaluation activities, continuous quality improvement activities and contribute to national evaluations and Minimum Data Sets as required by funding agreements.

General

- Participate in organization-wide team meetings, collaborative planning activities and quality assurance activities.
- Comply with the relevant WHS and Quality standards, in addition to supporting clinical governance.
- Participate in regular supervision and performance development.

Risk

- Actively identify, monitor and manage areas of key risk and lead appropriate escalation and response
- Actively monitor and act to improve the quality and safety of client services
- Commit to child safety and to creating and maintaining a child safe organisation in line with the Victorian Child Safe Standards.

OH&S

- Identify, report and record all safety hazards, incidents and injuries
- Take reasonable care for the health and safety of others who may be affected by their acts or omissions and comply with the requirements of Victorian Occupational Health and Safety (OHS) Act 2004 and related DS OHS procedures and Safe Operating Procedures

Quality Assurance & Improvement

- Proactive, engaged in and committed to creating great experiences for each client
- Be open to new ways of doing things and respond to challenges with innovative ideas and solutions.

Social Differences

- Role models, demonstrates and promotes respect for and values social differences
- Interact with Drummond Street clients, staff and other stakeholders in a manner that is inclusive, respectful and non-discriminatory.

Productivity

- Focuses on people as well as productivity
- Monitor productivity, identify and implement improvements as needed

Infection Control

- Commit to all necessary infection control measures as directed, including:
 - Practice hand hygiene keep your working environment clean & hygienic including shared areas such as kitchens, bathrooms, meeting rooms etc.
 - Wear personal protective equipment (PPE) as directed

Key Competencies/Skills		Experience Profile (incl Qualifications)
Competency	Technical/Functional	
• Organisational & Quality Focus • Results Driven & Client Orientated • Promotes productive work practices • Creative, flexible and solution focused • High level of self-awareness, professionalism and social justice values	• Intentional, client focused delivery • Work within a public health model prevention and early intervention framework • Family-aware and inclusive practice skills • High level written, oral and interpersonal skills • Information technology & communication skills • Interpersonal, Community & inter-agency relationships skills • Culturally aware competencies • Trauma informed knowledge & practice	• Tertiary qualification in Social Work or equivalent and further training in relation to family work • A minimum of three years' experience in the family services and/or mental health sectors • Demonstrated knowledge and application of a range of therapeutic approaches for individuals, relationships, families and specifically children and young people. • Demonstrated experience with providing counselling and case work that supports individuals, children, young people and families with multiple and complex needs such as mental health, family violence and substance abuse issues. • Demonstrated ability to establish networks and collaborative relationships with external services and communities. • Demonstrated high level written, oral and interpersonal communication skills and organisational skills including the ability to meet deadlines and prioritise work tasks • A genuine interest and commitment to working with First Nations People, LGBTIQ+ people, people with disability, people of color and public housing residents

Position Dimensions	Decision Making Authority
- FTE: 1FTE - Operates within cross-disciplinary teams and across multiple service sites across City of Melbourne and Moonee Valley.	- Clear direction to case interventions in the context of assessment and case planning. - Responsible for the management of caseload, in consultation with their Manager