

## Family and Parenting Practitioner - Position Description

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| Position Title:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Family and Parenting Practitioner - Ready Steady Family  | Position Grade: | SCHADS 5 |
| Department/Division:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Therapeutic Parenting - Ready Steady Family              | Position No.    |          |
| Reporting to:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Senior Perinatal Counsellor Ready Steady Program Manager |                 |          |
| Position summary/purpose:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                          |                 |          |
| <b>First Nations People, LGBTIQA+ people, people with disability, and people of color and/or public housing residents are encouraged to apply. Applicants who have lived experience are encouraged to apply.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                          |                 |          |
| Ready Steady Family provides high quality, individual, relationship and family counselling and support, including education and advocacy from their extensive knowledge in the antenatal/postnatal period, ages and stages of infant and child development up to the age of 2 years old. Support these clients and their families experiencing mental health issues. The Family and Parenting Practitioner will provide individual, family and group therapeutic services for Ready Steady Family clients within Drummond Street’s Family Services Model of Practice.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                          |                 |          |
| Key Responsibilities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                          |                 |          |
| <b>Supportive Family Mental Health Interventions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                          |                 |          |
| <ul style="list-style-type: none"><li>• Provide sensitive and affirmative counselling and support services to antenatal/post-natal clients and families experiencing mental health issues during their transition to parenthood.</li><li>• Conduct basic biopsychosocial assessment of risk and protective factors associated with mental health outcomes in this community and develop and implement individual and family case plans in collaboration with the client.</li><li>• Provide active, intentional work within risk and protective factors framework to support families’ parenting goals and aspirations</li><li>• Utilise clinically appropriate assessment measures to inform treatment and measure outcomes.</li><li>• Deliver evidence-based focused recovery strategies (many clients have anxiety and/or depression, birth trauma is also common).</li><li>• Refer families to internal or external services to support identified needs in areas such as mental health, social connection, physical exercise, drug and alcohol, family violence services and other supports to address identified risks.</li><li>• Develop and contribute to the development of biopsychosocial groups and seminar materials and co-deliver or independently deliver content internally and externally as required.</li><li>• Assertively engage of client cohorts that have specific needs, including those considered socially marginalised or resource poor to lessen the impact of social exclusion, including Aboriginal families, emerging multicultural communities and greater risk cohorts including LGBTIQA+.</li><li>• Participate in continuing professional development and attend clinical supervision to maintain best practice.</li><li>• Complete all client records and other required documentation including case plans and client assessments.</li></ul> |                                                          |                 |          |

- Work within a multi-disciplinary team, including parenting support and students on placement, clinical lead, manager, general manager.
- Contribute to the achievement of individual, team and organisational program targets and KPI's as per contractual agreements with funders and those determined by Drummond Street. Seeing 4 to 5 clients per day is expected (if there are seminars/groups being run this amount changes).

**Work collaboration**

- Work collaboratively as part of the team support the team providing mental health interventions to those expecting a baby and those with a baby up to 2 years.
- Includes doing some intake when required onsite.
- Mentor and support staff to improve their approach and practice, teach skills and frameworks and provide clinical supervision where required.
- Assist staff to set appropriate boundaries and ensure their self-care.
- Team work to help to continue to develop the range of interventions Ready Steady Family offers and support Program Manager is continuous improvement.

**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.
- Use community development approaches (social justice, equality and mutual respect) to increase self-efficacy and empowerment of the communities
- Plan, deliver and take part in community engagement activities within the communities we work in.
- Work collaboratively with other services to identify and address services gaps and client needs

**Research and Evaluation**

- Assist with the implementation of research and evaluation activities, and assist with data collection, recording and analysis and report writing as required
- Contribute to reporting and reflective practice forums and keep informed of current research and innovative practice relating to this area of work.

**Quality & Compliance Management**

- Ensure contractual and quality standards are met and contribute to high-quality reporting.
- Work within risk management, quality standards and continuous improvement frameworks.

- Work to the professional standards required of the APS', AASW Code of Ethics, as well as DS' Code of Conduct, policies and procedures.
- Commit to child safety and to creating and maintaining a child safe organisation in line with the Victorian Child Safe Standards and ensure or workplace and programs are culturally safe and affirmative for employees, children and families.

**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.

**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.
- Alongside the Program Manager, 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)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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| Competency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Technical/Functional                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <ul style="list-style-type: none"> <li>Client centred, including culturally and LGBTIQ+ sensitive.</li> <li>Understanding of a gendered approach to family violence.</li> <li>Promotes productive, competent work practices.</li> <li>Organisational &amp; Quality Focus.</li> <li>Creative, flexible and solution focused under pressure.</li> <li>High level of self-awareness, professionalism.</li> <li>Strong alliance with social justice values.</li> <li>Strong communication skills.</li> </ul> | <ul style="list-style-type: none"> <li>Expertise in evidence-based focused psychological strategies.</li> <li>Strong knowledge of determinants of mental health, including greater at-risk cohorts i.e. Indigenous, LGBTIQ+.</li> <li>Strong experience in perinatal mental health.</li> <li>Family-aware and inclusive practice.</li> <li>High level counselling skills.</li> <li>Sound Information technology and written and verbal communication skills.</li> <li>Group &amp; seminar facilitation skills, as co-presenting.</li> </ul> | <ul style="list-style-type: none"> <li>Qualification in social work, psychology, counselling or similar.</li> <li>Experience in working with families in the perinatal space and early years of parenting and an interest in the transition to parenthood.</li> <li>Minimum three years' experience in providing psychological interventions and therapeutic support to families and individuals.</li> <li>Demonstrated ability to provide evidence based focused psychological therapies and strategies with positive client outcomes.</li> <li>Demonstrated understanding of the needs, issues and sensitivities of people from diverse backgrounds including Aboriginal, LGBTIQ+ and culturally and linguistically diverse people and communities.</li> <li>Demonstrated ability to deliver community engagement activities to marginalised communities.</li> <li>Demonstrated experience of working with individuals and families with complex needs such as family violence, drug and alcohol and mental health issues.</li> <li>Demonstrated capacity to work within integrated, collaborative and systemic approaches.</li> <li>Demonstrated organisational skills including the ability to meet deadlines and prioritise work tasks.</li> <li>Demonstrated capacity to work creatively, show initiative, contribute ideas and be active in a supportive team environment.</li> </ul> |
| Position Dimensions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Decision Making Authority                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <ul style="list-style-type: none"> <li>No. Of FTE: 0.6 (3 days per week)</li> <li>Operates within cross-disciplinary teams and across multiple service sites in the northern and western regions.</li> <li>This position may work until 7pm one night per week, starting at 11pm that day (may be subject to change)</li> </ul>                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>Independent professional judgement in establishing a treatment pathway.</li> <li>Responsible for the management of caseload, in consultation with their supervisor.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |