

Position Description

Position Title:	Child & Family Practitioner (Child Focus)	Position Grade:	SCHADS 5
Department/Division:	Drummond Street Services	Position No.	
Reporting to:	Senior Child & Family Practitioner		
Position summary/purpose:	First Nations People, LGBTIQA+ people, people with disability, people of color, public housing residents or people with a lived experience are encouraged to apply. Drummond Street Services (DS) is working in the Regional Care Partnership (RCP) with Neami National, Windana and Wathaurong Aboriginal Co-operative to deliver an exciting new service which provides the Geelong-Otway’s communities a service to attend when experiencing mental health and/or alcohol and other drug concerns. The Step Thru Care Service is a contemporary solution to deliver on the compelling vision outlined through the recommendations of the Royal Commission into Victoria’s Mental Health System. Service delivery will be child focussed reflecting principals of Trauma Informed Care along with Recovery Oriented Practice when working with parents/carers. The service will provide a holistic approach to care, addressing a range of social, physical and emotional needs informed by Collaborative Relational Practice (CRP) and evidence-based and evidence informed care to address co-occurring AOD and mental health support needs, as well as independent AOD and mental health support needs across western Victoria. Drawing on your disciplinary skills, you will engage with children and their families to provide high quality assessments and interventions aimed at improving mental health outcomes and support the family to recover from the harmful effects of drugs and alcohol. As a qualified Child & Family Practitioner, you will draw on your discipline skills to engage with children, family/parents/carers, other practitioners, the treatment team and Lived Experience staff. You will play an active role in disciplinary knowledge sharing with your colleagues and creating reciprocal learning environment for staff.		
Key Responsibilities			
Service Delivery - Engage and develop trusting and professional relationships with children and their families from communities including LGBTIQA+, CALD, Aboriginal and Torres Strait Islander communities, refugees, asylum seekers, people with disabilities and other diverse communities. - Provide brief and detailed whole of family assessments and collaborative care plans for children and their families.			

- Support referrals to appropriate specialist services and assist children and families to exit from the service on achievement of treatment goals.
- Engage children and their families, using a strengths-based approach and an intersectional lens to complete a mental health status measurement and a needs assessments.
- Providing support through a range of means, including the provision of outreach and centre-based activities.
- Work within a holistic framework taking into account the needs of the children, family and other members of the community in order to ensure tangible outcomes.
- Deliver services informed by risk and protective factors.

Participate fully as a team member

- Using the team approach to support work, cooperate closely with team members to ensure continuity of care and provision of a comprehensive service to children and their families.
- Actively participate in reflective practice through, decision-making processes, service planning sessions, supervision and staff development activities.
- Assist the team to further develop best practice, review and develop policies, and project submissions.
- Assist the team to regularly evaluate the effectiveness of the service in consultation with children and families.
- Foster a learning environment by participating in reciprocal guidance and coaching with other staff to share discipline knowledge and develop and inform your own practice by drawing on the expertise and insights of other staff.

Working with community partners

- Seek to learn about children's interests, their connections with family and to build their capacity to be part of their community.
- Involve families in the individual service plan for the child.
- Work closely with the multi-disciplinary team in order to deliver the best possible comprehensive service to children and their families.
- Work closely with first responders, community mental health teams, emergency departments and referral services to create opportunities for children and their families to participate in community activities.
- Facilitate positive outcomes for children and families through strong operational partnerships with public and private mental health services and other key stakeholders.
- Maintain strong working partnerships in particular with the public and private mental health and AOD services to ensure a collaborative approach to intake, escalation and exit and the effective operation of the Service.

Service development

- Through service delivery and in collaboration with partners, staff, children and families to identify service gaps and contribute to the development of appropriate solutions to address these gaps.
- Actively participate in the assessment, planning, implementation and evaluation of the Service.
- Ensure the service is provided in a manner which is accessible to CALD and Aboriginal & Torres Strait Islander community members, refugees and asylum seekers, LGBTIQ+ community members, people with disabilities and contribute to the development and implementation of strategies to monitor and review the level of accessibility.
- Contribute to the development of policies relevant to the Service (internally and externally) in line with DS objectives and contract requirements
- Undertake projects that contribute to the overall development of the organisation as decided by the Manager or other Management Team members.

Research and Evaluation

- Assist with research and evaluation activities and assist with data collection

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 & Consumer Orientated • Promotes productive work practices • Creative, flexible and solution focused • High level of self-awareness, professionalism and social justice values	• Intentional, consumer focused delivery • Work within a public health model prevention and early intervention framework • Family-aware and culturally inclusive practice skills • Information technology & communication skills • Community & inter-agency relationships skills • Trauma informed knowledge & practice	• Tertiary qualification in Social Work, Family Therapy or Psychology and further training in relation to family work with registration or eligibility for registration with a professional governing body such as AASW, AHPRA, APS. • A minimum of three years' experience in family or children's services and/or mental health, AOD sectors in a similar role. • Demonstrated knowledge and application of a range of therapeutic approaches for children and families. • Demonstrated experience with providing supportive counselling and case work that supports families with multiple and complex needs such as mental health, family violence, AOD issues. • Demonstrated understanding of the needs, issues and sensitivities of people from diverse backgrounds including Aboriginal, LGBTIQ+ and culturally and linguistically diverse people and communities

	• A current Working with Children Check • A valid and current Victorian Driver's License and access to personal vehicle (role specific)	• Demonstrated capacity to work creatively, show initiative, contribute ideas and be active in a supportive team environment in an agency working to support children and family relationships. • Demonstrated high level written, oral and interpersonal communication skills.
Position Dimensions		Decision Making Authority
• Based at the Geelong service location which operates Monday to Friday. • Full-time position (1.0FTE) • Drummond Street has a commitment to our Social Justice Framework and our values requires us to provide services outside of normal working hours- after hours and weekend work may be required.		• Clear direction to case interventions in the context of assessment and case planning. • Responsible for the management of case load, in consultation with their Manager.