

Position Description

Position Title	Child and Family Practitioner - Intensive
Salary & Conditions	FamilyCare Enterprise Bargaining Agreement
Classification	Level 2.3 – 4.4 (<i>Dependent on qualifications and experience</i>) Social, Community, Home Care and Disability Services Industry Award 2010
Department	Child and Family Services
Position reports to	Team Leader
Performance Review	At six months, then annually thereafter.

FamilyCare is one of regional Victoria's largest and most progressive community service organisations, with offices across five Local Government Areas: Greater Shepparton, Mitchell, Murrindindi, Strathbogie and Moira.

FamilyCare is the main provider of child and family services in our region and in addition, we provide support to families of children with disabilities, NDIS Support Coordination and a variety of carer support options.

Vision

Strong families and communities.

Purpose

FamilyCare works with individuals, families and communities to increase wellbeing, build strengths and encourage optimism.

Core Values

The Code of Conduct reflects and supports FamilyCare's core values, which are:



RESPECT

for all people and of their right to reach full potential



EMPOWERMENT

of clients and staff to achieve individual and collective goals



INTEGRITY

actions consistent with beliefs



LEADERSHIP

on issues that impact adversely on individuals, families and community



COMMUNICATION

a commitment to open and ongoing dialogue with all stakeholders



PROFESSIONALISM

in all aspects of our work

Role Summary

Intensive Family Services response is for families whose children are subject to Family Preservation or Family Reunification Orders. The intent is that Family Services will work intensively with families in partnership with Child Protection (and other services where required) to achieve Child Protection case plan goals. Child Protection will retain case management responsibility. Family Services will support families to meet case plan goals by promoting child safety, development and permanency, increasing parenting capacity and improving family functioning.

Key Performance Responsibilities

Service Delivery

1. Provide up to 200 hours of intensive family work with each client family.
2. Increase engagement with families to promote safety, stability and child development.
3. Work collaboratively with other services and in particular with Child Protection.
4. Participate in the after-hours on-call roster where negotiated.
5. Contribute as a member of a care team or professional network to support case planning and ongoing risk assessment.
6. Work intensively with children and families, delivering effective interventions that increase parenting capacity, improve family functioning, achieve child safety, and enhance conditions for child development with the aim of achieving better outcomes for children.
7. Establish and maintain an effective and collaborative working relationship with Child Protection staff and other relevant stakeholders.

Data Collection and Reporting

1. Meet electronic data collection requirements.
2. Provide internal reports to the Team Leader.
3. Maintain accurate and comprehensive data and records, documenting practice approaches and interventions, including records required to be maintained under legislation or funding agreements.
4. Maintain program administrative requirements including maintenance of comprehensive case notes.

Representation and Advocacy

1. Identify gaps in services available to clients and advocate on their behalf.
2. Actively network locally and regionally to raise awareness and knowledge of the Child and Family Services' programs and the issues affecting children, young people and families.
3. Attend internal program and team meetings.
4. Promote the development of community networks for families, promote strong cohesive communities and encourage partnerships with professional services and community groups

Community Development and Education

1. Provide consultation to other community agencies and professionals to assist their ability to deliver services to children, young people and families.
2. Promote a broader understanding of relevant State and Federal legislation that impacts upon children and family welfare including the Children, Youth and Families Act 2005 and the Child Wellbeing and Safety Act 2005.

Quality Improvement and Evaluation

1. Meet occupational health and safety requirements.
2. Ensure that relevant policies and procedures are followed.
3. Participate in regular supervision activities.
4. Identify training needs in consultation with Supervisor and attend professional development as deemed appropriate.
5. Be aware of and meet relevant Quality Management System responsibilities.
6. Participate in relevant evaluation activities.

7. Be aware of FamilyCare's responsibilities to contribute to children's safety and wellbeing and report any concerns about neglect or abuse to a supervisor or manager.

Key Selection Criteria

Knowledge and Skills

1. Knowledge and understanding of the Children Youth and Families Act including Best Interest Case Practice framework and model.
2. Experience working in the Child and Family Services sector with knowledge of the Child Protection system.
3. Understanding the principles and practice of effective risk assessment and case management.
4. Understanding privacy and confidentiality obligations
5. The ability to work with a diverse range of people.
6. Experience with Microsoft office and other data base systems.
7. Ability to multi task and adapt to change.
8. Ability to work flexible hours to respond to identified family support needs.
9. Understanding trauma informed practice.
10. Experience of and competence in providing a range of interventions to vulnerable families and children.

Qualifications

- Bachelor of Social work or other tertiary qualification relevant to social welfare practice.

Safety Screening

All applicants are subject to a National Police History Check.

Applicants who have lived overseas for 12 months or longer during the past 10 years are required to provide the results of an international police check.

A current Employee Working with Children Check (WWCC) card is required.

Current Australian Drivers Licence is required.

Other Information

Salary packaging offered within prescribed guidelines.

FamilyCare Enterprise Agreement has provision for salary and conditions over and above of SCHADS Award base rates.

All staff and volunteers must abide by a Code of Conduct.

FamilyCare promotes a respectful and safe workplace environment that does not tolerate or excuse any forms of violence including family violence.

FamilyCare is committed to:

- ensuring the safety of children;
- respecting diversity; and
- providing a workplace free from discrimination and harassment.