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# **Position Description**

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| Position Title | Senior Practitioner (in addition to substantive position description) |
| Salary & Conditions | FamilyCare Enterprise Bargaining Agreement |
| Classification  | Level 5.1 – 5.3 *(Dependent on qualifications and experience)*Social, Community, Home Care and Disability Services Industry Award 2010  |
| Department  | *Dependant on substantive position description* |
| Position reports to  | Team Leader |
| Performance Review | At six months, then annually thereafter |

FamilyCare acknowledge the Yorta Yorta Nation, Taungurung, and Wurundjeri Woi Wurrung people as the Traditional Owners of the land and waterways on which we work, live and support community.

We recognise that past, present and emerging Aboriginal and Torres Strait Islanders peoples are the First Nations peoples of Australia.

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:



## Role Summary

This position recognises experience and capacity to operate at a more senior level. Senior Practitioners provide an extra layer of support to management and have a depth of knowledge and experience that can flexibly apply across program areas. A Senior Practitioner will be a go-to-person for less experienced staff.

Staff who want to progress to a Senior Practitioner, will need to identify this in their Annual Appraisal and incorporate the skill progression needed, in their Supervision and Professional Development plans.

## Key Performance Responsibilities

### Service Delivery

1. Meet the all key performance responsibilities of substantive position including:
	1. Service delivery
	2. Data Collection and Reporting
	3. Representation and Advocacy
	4. Community Development and Education
	5. Quality Improvement and Evaluation.
2. Provide additional senior level support to staff.
3. Support individual and team capacity and capabilities.
4. Undertake additional leadership tasks and responsibilities when needed.
5. Positively support building strong team morale and effectiveness.

## Key Selection Criteria

### Knowledge and Skills

1. Experience in providing practice support, mentoring and modelling to staff, including students and secondary consults with new staff.
2. Broad knowledge and understanding of the theoretical perspectives underpinning various aspects of FamilyCare’s work.
3. The ability to communicate, negotiate and liaise with a range of professionals and community services.
4. Effective time management skills and the ability to handle multiple tasks, priorities and deadlines.
5. Experience in the timely identification of issues and escalate where appropriate, including problem solving and the management of complex/high risk cases.
6. Embodies FamilyCare’s core values and actively contributes to a positive workplace culture.

### Qualifications

*Essential*

* Tertiary qualifications or extensive experience relevant to substantive position