

Position Description

Position Title	Child and Family Practitioner
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

Child and Family Services works with families where there are children up to 18 years of age. The program aims to enhance family, child, and young peoples health and well-being, to help prevent child abuse and neglect and to support the family through major life transitions and times of difficulties. We utilise a strength-based approach in supporting families to achieve their goals and work in alignment with the best interest's framework.

A range of approaches from brief, early intervention and prevention, through to more intensive, long term support are provided to assist families to develop or enhance their ability to provide a safe and nurturing environment for children.

Key Performance Responsibilities

Service Delivery

1. Conduct in home assessments identifying needs, strengths and risk in families and individuals.
2. Provision of therapeutic casework in partnership with children and families to improve and/or address safety and stability.
3. Provide flexible service delivery to meet demand and current needs within the Child and Family Services program, which may include visits outside of hours to be inclusive of all family members and address targeted issues in the active action plan.
4. Able to work across flexible weekday hours to meet the needs of infants, children and families. Participation in the after-hours and on call roster.

Data Collection and Reporting

1. Maintain program administrative requirements including maintenance of comprehensive case notes.
2. Meet electronic data collection requirements.
3. Provide internal reports to the Team Leader.

Representation and Advocacy

1. Identify gaps in services available to clients and advocate on their behalf.
2. Attend internal and external meetings.

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

1. Skills and experience in working with vulnerable families, including capacity to engage clients and establish an effective professional relationship to bring about change.
2. Able to undertake casework practice with an emphasis on family and individual functioning, assessment, counselling, case planning, and parent education.
3. Knowledge and understanding regarding the theoretical perspectives, strategies and frameworks and interventions underpinning this role including:
 - a. Parent/Child Relationships
 - b. Child Development
 - c. Child abuse and neglect
 - d. Parent capacity
 - e. Skills development
 - f. Trauma informed practice.

4. Well-developed skills in supporting families to address child safety and wellbeing concerns.
5. Strong administration and organisational skills, including excellent communication and report writing skills.
6. Understanding of the relevant legislation in particular the Children, Youth and Families Act 2005 Child and Wellbeing Act 2005.
7. High level of interpersonal and communication skills, including the ability to communicate, negotiate, and liaise with a range of professionals and community services.

Knowledge and Skills

Qualifications

Essential

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

Desirable

- Minimum two years' case management experience including expertise in working with infants, children, young people and families at risk.

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.