

Position Description

Title	Senior Family Services Practitioner - Clinical
Business Unit	Support for Families and Community
Location	185 Baillie Street, Horsham, VIC, 3400
Employment type	Part Time Ongoing
Reports to	Manager of Support for Families and Community

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land. We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

The Senior Family Services Practitioner -Clinician collaborates with the Manager Support for Families and Community and the other Program Leaders to develop staffing capacity and skills. The position ensures that the programs and staff have the appropriate skills and capacity to ensure operating efficiency.

The position will also undertake a coaching and mentoring role within the Support for Families and Community Program and assist with supporting staff practice and networking on behalf of the agency.

2. Scope

Budget:

nil

People:

nil

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3. Relationships

Internal

- Program Leaders – Family Services
- Manager of Support for Families & Community
- Family Services teams and programs
- Child FIRST staff

External

- Child Protection Staff
 - Members of the Wimmera Alliance
 - Uniting Wimmera staff
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4. Key responsibility areas

Leadership

Service delivery

- Provide mentoring and clinical supervision for the wider SFC team
- Create, build and model a positive culture in all interactions with staff, colleagues, clients and all external stakeholders
- Lead and motivate team members with a solution focused approach to problem solving and work collegiately with peers.
- Provide direct client support where required, due to staff leave and/or vacancies.
- Coordinate the delivery of high quality and responsive services using a Best Interest Framework to provide a quality service that ensures the best outcomes for children, young people and families.
- Lead the development, planning, implementation and evaluation of programs, ensuring standards are adhered to.
- Lead and direct the implementation of Program/Service in accordance with operational plan within the division;
- Ensure the Program/Service implementation of all Uniting's policies and procedures;
- Ensure program compliance with the requirements of funding and service agreements;
- Ensure Program/Service is suitably documented;
- Ensure reviews and evaluation of the program (including service documentation) are an established and routine process;
- Ensure that learning from research, program documentation review and evaluation, quality assurance findings, client feedback, program performance, data collection and service expertise and experience are integrated into service development and practice;
- Lead initiatives to identify areas of Program/Service development and innovations consistent with the operational and strategic plan;
- Ensure appropriate information and record keeping, document storage and retrieval systems in line with the agency directions and procedures in knowledge management;
- Other duties, as required.

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Quality and risk	<ul style="list-style-type: none">• Comply with relevant Occupational Health and Safety standards• Comply with Uniting policies and procedures and ensure Child Safety at all times• Raise and report any concerns about Child Safety/wellbeing immediately
People and teams	<ul style="list-style-type: none">• Establish, lead, coach and inspire an engaged and productive team• Lead the team in leading practices and effective process governance• Provide support, guidance, coaching, leadership and empowerment to the team including feedback through performance reviews and regular supervision.• Undertake regular supervision and performance review with line manager, providing feedback to promote collaborative working relationships• Promote and maintain a positive, respectful and enthusiastic work environment• Provide authentic team leadership and the highest level of professional conduct in alignment with Uniting's values.
Legal requirements & risk management	<ul style="list-style-type: none">• Ensure all legal, funder and statutory requirements pertaining to the position are met including serious incidents, reportable conduct and mandatory reporting (child safety)• Foster a culture where risks are identified and appropriately managed• Report areas of serious risk to next level supervisor and work together to mitigate those risks.
Personal accountability	<ul style="list-style-type: none">• Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.• Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.• Ensure appropriate use of resources.• Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.• Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.• Identify opportunities to integrate and work collaboratively across teams.• Take reasonable care for your own health and safety, and health and safety of others (to the extent required).• Promote a positive safety culture by contributing to health and safety consultation and communication.• Promptly respond to and report health and safety hazards, incidents and near misses to line management• Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.

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5. Person specification

Qualifications

- Tertiary qualifications in social work, psychology or equivalent area
- Valid Victorian driver's license

Experience

- Excellent understanding of the legislative requirements of the CYFA as they effect family services particularly the "Best Interests" framework, the information sharing provisions and an understanding of the child protection system
- Knowledge and extensive experience of both the child and family services and the child protection systems.
- Excellent knowledge of a range of theoretical approaches relevant to working with infants, children, young people and families, including but not limited to attachment theory, trauma informed practice and infant mental health
- Extensive knowledge and understanding of current issues facing families, children and young people
- Extensive knowledge and understanding of reflective practice and use within daily practice
- Experience in providing support and mentoring other workers, including supervising students
- Experience in building networking opportunities and representing Organisational values at local meetings and forums

Core selection criteria

- Values alignment: ability to demonstrate and authentically promote Uniting's values
- Experience in mentoring and supervising staff
- Interpersonal focus: Strong interest in people and respect for others. The ability to suspend judgement.
- Cooperative: Demonstrates team behaviour striving for co-operative and professional relationships.
- Conscientious: Responsible, dependable, organised and persistent.
- Open to experience: High level self-awareness, with the ability to admit mistakes, as an opportunity for reflection, learning and development.
- Professionalism: Professional, confident, focused and clear about purpose and able to set appropriate personal boundaries.

6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

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7. Acknowledgement

I have read, understood, and accepted the above Position Description

	Employee	Manager
Name:		
Signature:		
Date:		