

Position Description

Title	Caring Dad's Facilitator
Business Unit	Uniting AOD & Mental Health
Location	349 Bell Street, Preston & Altona Street, Heidelberg
Employment type	Part Time (60.8 hrs per fortnight), Maximum Term (until 30 June 2022)
Reports to	Family Team Leader, Catchment Manager - Clinical Services and Caring Dads Executive Manager (Kids First)

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, Mallee 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 Caring Dads program is jointly provided by Kids First and Uniting AOD in collaboration with the University of Toronto and University of Melbourne. Caring Dads is an early intervention program developed in Canada by the University of Toronto and Changing Ways, for fathers who have physically abused, emotionally abused or neglected their children, or exposed their children to domestic violence or who are deemed to be at high-risk for these behaviours.

The program consists of a 17-week, empirically-based, manualized group parenting intervention for fathers, systematic outreach to mothers to ensure safety and freedom from coercion, and ongoing, collaborative case management of fathers with existing service providers and other professionals involved with men's families.

Caring Dads combines elements of parenting, fathering, family violence and child protection practice to enhance the safety and well-being of children.

Program principles emphasize the need to enhance men's motivation, promote child-centred fathering, address men's ability to engage in respectful, non-abusive co-parenting with children's mothers, recognize that children's experience of trauma will impact the rate of possible change, and work collaboratively with other service providers to ensure that children benefit (and are not unintentionally harmed) as a result of father's participation in the intervention.

Position Description

Caring Dads Facilitator

The Caring Dads Clinician will be responsible for joint facilitation of the Caring Dads program, undertaking individual assessments of men undertaking the program and collaboration with services involved with the client to manage the risks associated with the participants.

2. Scope

Budget: nil

People: nil

3. Relationships

Internal

- Uniting AOD Staff and Management inc. Family Violence Advisors
- Kids First Staff and Management

External

- Community Agencies
 - Child Protection
 - Victoria Police
 - Justice Services
-

4. Key responsibility areas

Provision of treatment services

- Jointly facilitate the 17 week caring Dads group program.
- Liaise with relevant professionals involved with clients who are participating in the Caring Dads program or work directly with families and link them into other services if necessary to ensure safety for vulnerable family members.
- Undertake ongoing assessments and prepare final reports for program participants. Participate in, and contribute to, Caring Dads evaluation and monitoring activities, ensuring development of practice tools, techniques and operations.
- Provide high-level expertise and practice consistency, quality assurance and facilitate access to appropriate specialist expertise to the group.
- Conduct practice forums and shared learning activities and identify and facilitate targeted learning and development opportunities to achieve improved client outcomes.
- Provide support and consultancy to ensure a high quality response to clients and to maintain a strong collegiate relationship within the broader stakeholder network.
- Proactively initiate actions to address practice issues and risks, be clear about accountability and responsibility for decisions and involve participants and their families in joint problem solving, whilst monitoring impacts on outcomes.
- Identify and apply appropriate research in forming interventions and develop innovative solutions to complex and difficult cases, drawing on a range of professional networks to identify gaps in case assessments.

Program Development and Review

- Program KPIs to be determined in conjunction with Caring Dads Executive Manager as per development of work plan
- Actively participate in supervision as per organisational supervision policies
- Actively participate in agency and program quality audits

Position Description

Caring Dads Facilitator

- Completion of all program administration requirements including group work templates, assessments, care plans, care plan reviews and case notes within agency and program deadlines
- Completion of data entry/statistical recording of work activities to meet funding requirements within required deadlines

Professional Liaison and Consultation

- Key Stakeholders including, DHHS, NGO's,
- Referring organisations
- Clients and families.

Supervision and professional development

- Actively participate in ongoing professional development via the annual performance reviews, individual and group supervision provided by ReGen and attend relevant training as required.

Administration

- Maintain file records, data collection processes and reporting as required.
- Contribute to the achievement of quality improvement, both in terms of individual and program performance by encouraging an environment where high quality work is achieved and supported by the adherence to/development of quality systems documentation
- Adhere to and keep informed of all relevant legislative compliance requirements, and report any perceived breaches, risks, hazards, incidents and complaints to line Manager or other appropriate person.
- Undertake other duties as directed by the Team Leader.

Personal accountability

- 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.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.

5. Performance indicators

- TBC

6. Person specification

Qualifications

- Relevant health and or welfare Tertiary Qualification such as Social Work, Psychology, Nursing or Allied Health Sciences is desirable.
- Registration with a professional body is also desirable.
- Preferred Certificate IV in AOD or have completed the core competencies (or able to complete within the first 24 months of employment).
- Preferred Competencies in dual diagnosis (or able to complete within the first 24 months of employment).

Experience

- Experience facilitating group work.
- Experience with and demonstrated understanding of working with families where alcohol or other drug use is part of the family dynamic.
- Experience working within a research and evaluation pilot context would be desirable.
- Experience and understanding of the Family Violence system and theoretical frameworks.
- Experience in leading critical reflection, applying theoretical frameworks and referring to research and literature to inform case practice and decision-making at a superior level.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values
- Demonstrated understanding and skill in applying the relevant case practice models in undertaking assessments, decision-making, planning and interventions to respond to the client's needs.
- Broad knowledge of both specialist and mainstream family violence and community services and ability to navigate the service system at both a local and state-wide level.
- Advanced understanding of alcohol and other drug treatment and experience providing individual and group counselling, risk assessments and working with high risk, statutory clients.
- Current Australian Drivers Licence

Appendix A

AOD Competencies

Uniting requires people in clinical positions to have the following competencies (or their equivalent). Where people do not already have these competencies, Uniting will invest in the person's professional development by providing them through its RTO.

The competencies required in the first 12 months of employment are;

- CHCAOD001 - Work in the AOD sector – 4 days
- CHCAOD004 - Assess needs of clients with AOD issues and CHCAOD009 - Develop and review individual AOD treatment plans – 6 days combined

The competencies required in the second 12 months are;

- CHCAOD002 - Work with clients who are intoxicated – 3 days
- CHCAOD006 - Provide interventions for people with AOD issues and CHCAOD007 - Develop strategies for AOD relapse prevention and management – 8 days combined

7. 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 (and NDIS Worker Screening Check where relevant) 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.

8. Acknowledgement

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

Employee

Name:

Signature:

Date: