

# Position Description

<b>Title</b>	Case Worker - Kinship First Supports
<b>Business Unit</b>	Child, Youth and Family - Placement Prevention
<b>Location</b>	648 High Street, Reservoir
<b>Employment type</b>	Full Time (76 hours per fortnight), Ongoing
<b>Reports to</b>	Team Leader – Kinship First Supports

## 1. 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 celebrate our diversity and welcome all people regardless of ethnicity, faith, age, disability, culture, language, gender identity or sexual orientation. We acknowledge Aboriginal and Torres Strait Islanders as Australia's First Peoples and as the traditional owners and custodians of the land on which we work. We welcome lesbian, gay, bisexual, trans, gender diverse, 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

## 2. Position purpose

The Victorian government announced a new model of kinship care for Victoria to commence on 1 March 2018. The First Supports program is focused solely on children and young people in statutory kinship placements, i.e. those with an active child protection intervention or protection order. The objectives of the model include to:

- Identify kinship networks early;
- Strengthen reunification where appropriate
- Promote placement quality and support children and young people living with kinship families to thrive; and
- Promote placement stability, including reducing the likelihood of entry into residential care.

First Supports Case Workers will complete comprehensive assessments of new kinship care placements, meet immediate material and financial needs of placements through early provision of flexible brokerage; and build the capacity of kinship carers to understand and respond to the needs of the children and the young people in their care by providing family services support

## 3. Scope

**Budget:** nil

**People:** nil

## 4. Relationships

**Internal:**

- Programs Manager Out of Home Care & Placement Prevention

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- Kinship Case Contract Teams, Reservoir & Broadmeadows
- Reservoir Program and Site team members
- Uniting Kildonan Barwon Cluster staff
- Uniting business partners and staff

### External

- Department of Health & Human Services: North Division Kinship team, Local Connections, Child Protection
- Other services and community
- Carers, children young people and their families

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## 5. Key responsibility areas

### Assessment and Care Work

- Undertake comprehensive written Kinship Carer Part B assessments, assisting Child Protection to determine the suitability of the placement
- Utilizing outreach, actively engage carers, children, young people and their families and where appropriate, provide support to help children in kinship care reunify and/or have contact with their parents.
- Assist carers to promote connection to culture, particularly Aboriginal and Torres Strait islander children and young people.
- Meet any immediate material and financial needs of a placement, through early provision of flexible brokerage or other funding.
- Link carers, children and young people to services and supports specific to their needs
- Deliver services within key legislation (Children, Youth & Families Act 2005 Vic) and professional frameworks (including Best Interests Case Practice Model, Looking after Children, Outcome Star)
- Develop, implement and regularly review identified goals and care and action plans in line with program requirements.
- Participate in and/or coordinate care teams, care reviews and case conferences as required.
- Liaise collaboratively with other professionals involved with the young person and their family.
- Develop collaborative working relationships with Child Protection including reporting any escalating of risk that may place the child/ young person at unacceptable risk.
- Develop and maintain knowledge of community resources and networks to provide information, referral and advocacy for children, young people and their families.
- Ensure client feedback is sought and responded to according to Uniting policies and procedures.
- Consult with the Senior Practitioner and/or Project Coordinator in relation to day to day operations; report safety and risk issues for staff and clients and implement safety plans and critical incident management plans.
- Undertake telephone duty and information and advice line for carers/professionals
- Provide evidence in court upon subpoena.

### Client Family

- Acknowledge strengths, engender hope, and celebrate success with the family.
- Assess the family's motivation to change and promote their responsibility for achieving goals using appropriate intervention strategies.
- Show respect to the family and communicate honestly, especially about child safety and wellbeing concerns and consequences. Develop strategies to address these concerns.
- Set clear, relevant, realistic and achievable goals in conjunction with the family.
- Discuss and demonstrate problem solving, including role modelling and hands-on coaching of parenting skills with carers.
- Develop and teach behavioral strategies to parent/s and their family for containment of anger, frustration and acting out behaviour.

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- Advocate for and assist the family to obtain basic materials and services. Provide access to flexible support funding in line with client/family care and action plans.
- Team Development**
- Attend and participate in regular program and staff meetings, staff presentations and secondary consultation sessions.
  - Share knowledge and provide support to colleagues and assist with their case work as required.
- General**
- Work collaboratively to deliver organisation outcomes as agreed.
  - Perform any other function in line with authorities, capabilities, and skills that will enhance the performance of Uniting.
- 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.

## 6. Person specification

- Qualifications**
- Relevant tertiary qualifications in Social Work, Human services or equivalent.
- Experience**
- Demonstrated experience is preferred including experience working with vulnerable children and young people involved with Child Protection.
- Core selection criteria**
- **Values alignment:** ability to demonstrate and authentically promote Uniting's values
  - Demonstrated skills and experience in working with vulnerable children, young people and their families, including capacity to engage and establish effective helping relationships, and work with clients to bring about change.
  - Demonstrated experience and an understanding of the issues involved in casework with children, young people and families from culturally and linguistically diverse backgrounds and Aboriginal families.
  - Demonstrated experience in undertaking holistic, systemic assessments that identify needs, strengths and risks in families and individuals, and formulating recommendations to address child safety and wellbeing concerns, improved family functioning and parental wellbeing.
  - Maintain awareness of relevant therapeutic and intervention types applicable to vulnerable children and young people.eg. Solution focused and strengths-based approaches and reflective child and family work practices.
  - Ability to network and establish sound working relationships with related services, especially other community agencies and the Department of Health and Human Services.
  - Excellent written and verbal communication skills, and report writing skills.

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- Well-developed administration and organisational skills, including strong computer literacy in Word, Excel, PowerPoint etc.
- Demonstrated ability to meet timelines, targets and other key deliverables.
- Capacity to work flexibly, independently

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#### 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 Working With Children Check (in Victoria) and/or Working With Vulnerable People Check (in Tasmania) **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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#### 8. Acknowledgement

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

	Employee	Manager
Name:	<input type="text"/>	<input type="text"/>
Signature:	<input type="text"/>	<input type="text"/>
Date:	<input type="text"/>	<input type="text"/>