

Position Description



Title	Children's worker – Families@Home
Business Unit	Children Youth and Families
Location	188 McDonalds Road, Epping 3076
Employment type	Part Time (45.6 hours per fortnight), Maximum Term (12 months)
Reports to	Team Leader, Families@Home

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

To provide high quality trauma informed therapeutic individual and group work services to infants, children, young people and their caregivers who are engaged in the Families@Home program. To work collaboratively with both internal and external stakeholders, providers concerning the child development, mental health and well-being needs of infants, children and their care givers. The role will also provide support, secondary consultation and mentoring to staff members within the Families@Home team.

3. Scope

Budget: *nil*

People: *nil*

4. Relationships

Internal:

- Families @ Home Leadership team
- Families @Home team

External

- Department of Health and Human Services

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- Clients and consumers
- Launch Housing
- Child Protection
- Maternal Child Health

5. Key responsibility areas

Service Delivery

- Provide therapeutic counselling to children and their caregivers focused on re-building ruptured attachments and relationships; in both individual and group work sessions.
- Develop case plans in collaboration with parents and children and implement strategies that enable families to achieve their goals by building on their strengths.
- Assess the risk of family violence and impacts on children, using the MARAM risk assessment framework.
- Maintain collaborative working relationships with both internal and external key stakeholders.
- Advocate on behalf of clients with schools, child care, maternal child health and other agencies to ensure access and delivery of services.
- Provide secondary consult, support, debriefing and mentoring to team members and the homelessness / family violence sector in accordance with organisational policies.
- Participate in team meetings, training and other meetings as appropriate.

Administration and Reporting

- Ensure all data requirements and client documentation are completed within the required time frames and of a high quality.

Quality and risk

- Identify and appropriately report risk to supervisors.
- Have a clear understanding of WHS and appropriately report any identified risks to supervisor.
- Adhere to WHS procedures.

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

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- Attend mandatory training sessions (i.e. equal employment opportunity, health and safety) and mandatory training specific to position.

6. Performance indicators

- Successfully engage parents and children in therapeutic individual and group interventions.

7. Person specification

Qualifications

- Tertiary qualifications in Social work, Psychology or related field.
- Qualifications in early childhood teaching/development/counselling would be an advantage

Experience

- Demonstrated ability to work therapeutically with children and parents who have experienced family violence; in both individual and group settings.
- Experience in working from a feminist framework in the family violence domain.
- Experience in providing risk assessment for children would be an advantage.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values
- Well-developed written and verbal communication skills
- Demonstrated understanding of family violence and the impacts of violence on women and children
- Demonstrated expertise of developmental trauma and the impact of family violence and trauma upon infants, children and parenting, and child-parent relationships.
- A strong understanding of the complexity of the family violence and child protection and family violence service systems and the issues involved in providing services to clients.
- Demonstrated knowledge of the Safe and Together Model of practice.
- Strong knowledge base pertaining to attachment theory, developmental trauma, family systems theory, play therapy and crisis intervention.
- Demonstrated understanding of, and respect for, the needs of children with a disability; Aboriginal culture, including cultural safety and awareness; and cultural and linguistic diversity (CALD), including cultural safety for children from CALD backgrounds.
- Ability to be self-reliant, motivated and accountable in managing multiple tasks, meeting timelines and achieving goals

8. 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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9. Acknowledgement

I have read, understood and accepted the above Position Description

	Employee	Manager
Name:		
Signature:		
Date:		