

# Position Description



<b>Title</b>	Family Preservation and Reunification (FPR) Response Team Leader
<b>Business Unit</b>	Children Youth and Families
<b>Location</b>	126 Raymond Street Sale
<b>Employment type</b>	As per the Employment Agreement
<b>Reports to</b>	Senior Manager CYF Care and Placement

## 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 Family Preservation and Reunification Response (the Response), has been funded as a pilot by the Department of Health and Human Services. It was co-designed with representatives from the child and family services sector to be implemented in 2020-21 by Victorian registered children and family service providers. This pilot will test if an intensive family preservation response linked to a clinical therapeutic service can reduce the demand for residential care services for some of the most complex children and young people in Victoria.

The FPR team will bring an innovative, evidence based wrap around service that will outreach to families with unborn and preschool children (0-5 years), and families with young adolescents (10-15 years). The FPR Response Team Leader's supervisory and leadership experience, as well as strong child development training is key in leading a team of FPR Practitioners in providing a relational approach to support as part of the response. The FPR Response Team Leader's duties include clinical and administrative supervision for FPR Practitioners, liaison with key collaborating agencies and coordinating ongoing evaluation and staff development for FPR Practitioners. The FPR Response Team Leader also supports the FPR Practitioners in providing an afterhours response with support from other agency supervisory staff through Uniting Gippsland's After Hours Roster.

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# Position description



## Family Preservation and Reunification Practice Team Leader

The FPR Response Team Leader will work closely and respectfully with the Aboriginal Response Lead organisations, GEGAC and RDAC, to deliver a culturally safe, trauma informed and inclusive response for all children and families.

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### 3. Scope

**Budget:**  
*TBC*

**People:**

- FPR Case Workers
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### 4. Relationships

**Internal:**

- Uniting Employees and Volunteers

**External**

- DHHS, CP Navigator and CP Practitioners
  - ACCO's
  - Other Community Services as required
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### 5. Key responsibility areas

**Service delivery**

- Promote and the Response with both internal and external stakeholders
- Generate and manage case referrals and manage practitioner caseloads
- Work in close collaboration with Department of Health and Human Services (DHHS), placement services and other stakeholders as appropriate.
- Assure availability of clinical and administrative support to FPR Practitioners 24 hours/day, 7 days/week
- Deliver the Response to a caseload of 2-3 families, as required to address program needs

**Administration and finance**

- Manage and report data on clinical outcomes and program practices

**People and teams**

- Carry clinical and administrative supervisory responsibilities for the FRP Practitioners on the team
- Conduct weekly group supervision and training for the team to assure practitioner competency in implementation of evidence-based interventions and common elements
- Conduct individual supervision as needed to target practitioner competency needs and to remove individual barriers to effective implementation of the FRP Response
- Establish, lead, coach and inspire an engaged and productive team

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## Family Preservation and Reunification Practice Team Leader

- 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.

### 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.

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## 6. Person specification

### Qualifications

- Bachelor degree in Social Work, Child Development, Psychology or a related subject area.

### Experience

- Significant work experience in a relevant field which supports an understanding of key child development issues relating to young parents and their families who have complex needs
- Demonstrated experience in leading and improving child and or parent focussed programs.
- Demonstrated capacity to develop collaborative relationships across professional and organisational boundaries, as well as knowledge of relevant Community Service Organizations, local and State Government (DHHS) and the ability to network with these services.
- Demonstrated ability to undertake complex casework with families and children who have experienced trauma.

### Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values

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## Family Preservation and Reunification Practice Team Leader

- **Perferred Knowledge:**
  - Child development research and its application in treatment
  - Direct use of pragmatic (i.e., systems, strategic and functional) family therapies
  - Risk and social skills assessment and intervention
  - Preferred sound knowledge and understanding of Aboriginal history, values, the stolen generation, practices and culture
  - Have an awareness and knowledge of attachment and trauma theories related to Aboriginal children, young people and families; Demonstrated ability to use this knowledge to guide practice with Aboriginal children, young people and families
  - Advanced skills and knowledge relating to Aboriginal children and families in contact with the child protection system
  - Ability to provide leadership on issues involving services to Aboriginal children
  - Knowledge of Aboriginal cultures and a commitment to their social, economic and cultural development
  - Demonstrated understanding of cultural safety
- **Personal Skills:**
  - Well-developed interpersonal and communication skills, and demonstrated team building capacity and experience in providing leadership and supervision for staff.
  - Excellent interpersonal skills, with a demonstrated capacity to work collaboratively with others and exercise influence in a diversity of contexts.
  - Ability to participate collaboratively and constructively within teams of peers, staff and other stakeholders, as well as initiative and effective personal judgement when working alone.
  - Excellent time management skills with the ability to meet deadlines, targets and key deliverables of the program.
  - An ability to work flexible hours when required including some evenings and weekends.

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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:

Signature:

Date:

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