

# Position Description



<b>Title:</b>	Social Worker – Keeping Connected Sibling Support and Placement Service
<b>Business unit:</b>	Home Based Care, Southern Melbourne
<b>Location:</b>	51 Princes Hwy, Dandenong, and other locations as required
<b>Employment type:</b>	Part time (45.6 hours per fortnight)   Maximum term until 31 August 2021
<b>Reports to:</b>	Team Leader – Keeping Connected: Sibling Support and Placement Service

## About Uniting

Uniting works 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.

Uniting is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We are 7000 skilled, passionate and creative people providing over 770 programs and services.

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, trans, gender diverse and intersex (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

## Position purpose

The role of the Social Worker in the Sibling Support and Placement Service is to provide consultations to care teams through information and advice as well as develop contact plans for sibling groups who reside in out of home care but do not live with one another.

The Sibling Support and Placement Service is a South Division initiative that has been developed to provide greater and more flexible support to sibling groups in out of home care, particularly foster and kinship care. Uniting, the Victorian Aboriginal Child Care Agency (VACCA) and Alfred Health Child and Youth Mental Health Service (CYMHS) are in partnership to deliver this service which has the following components:

1. New Sibling Foster Care placements;
2. Development of Therapeutic Treatment/ Support Plans and provision of tailored support to new sibling groups entering out of home care;
3. Development of contact plans for all existing sibling groups in out of home care who are not placed together;
4. Training in developing, reviewing and embedding sibling contact plans in practice;
5. Consultation role around existing placements and contact arrangements for sibling groups;
6. Flexible funding to support new sibling placements and sibling contact plans.

## Scope

**Budget:** *nil*

**People:** *nil*

Approved by: Executive Officer	Page 1 of 3	Division: Eastern Victoria
Date Approved: October 2019	Printed copies of this document are not controlled.	Next Review Date: October 2020

### Relationships

#### Internal:

- Home Based Care staff
- Uniting employees

#### External:

- Keeping Connected Sibling Support Partnership members
- Clients (children and young people)
- Carers (foster and kinship)
- Families and Advocates
- Other service providers
- Government funding bodies

### Key responsibility areas

#### Service delivery

- Provide effective assessment, information and advice to service providers regarding children and young people to achieve the desired outcomes
- Have a child focused approach which takes into account individual client needs and outcomes
- Identify needs and implement child focused and safe contact plans for sibling groups in out of home care who do not reside together
- Ensure the duty of care is undertaken in a professional manner with due regard to relevant Uniting and DHHS policies and procedures
- Maintain a high standard of supportive and therapeutic care to meet the physical, emotional and social needs of the young people, ensuring their safety and wellbeing

#### Communication

- Actively listen and ask appropriate questions when working with children, young people, their families, carers and other professionals
- Speak politely and explain issues clearly to children, young people, their families, carers and other professionals
- Communicate appropriately and professionally

#### Teamwork

- Maintain and understand own role in achieving the team's goals
- Follow work plans and prioritise key tasks
- Openly share information, participate and contribute to team discussions
- Value diversity in teams and support team members

#### 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.

# Position Description

## Social Worker



### Performance indicators

- Abiding by and working to Uniting policies and procedures
- Abiding by and working to the Children, Youth and Families Act 2005
- Keeping the best interests of children and young people as paramount
- Meeting required Key Performance Indicators in the Sibling Support and Placement Service

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### Person specification

#### Qualifications & requirements

- Bachelor of Social Work or equivalent
- A current Victorian Driver's Licence

#### Experience

- Experience in the community services field supporting children and young people in out of home care, particularly sibling groups
- Experience and demonstrated ability to work with children and young people who have experienced past trauma and abuse, particularly sibling groups
- Experience with being an active member of the care team and comfortable with advocating for the needs of children and young people

#### Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values
- **Teamwork:** Willingness to be proactive and help others, contribution to the continuous improvement of a positive, collaborative and effective work environment
- **Achieves results:** Focused on optimal outcomes for clients
- **Professionalism:** Execute day-to-day activities in a positive, professional and enthusiastic manner.
- **Culturally Aware:** Value diversity
- **Client Focused:** Prioritise needs of clients
- **Communication:** Excellent verbal and written communication skills

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### 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.

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