

Position Description



Title:	Therapeutic Practitioner – Sibling Support and Placement Service
Business unit:	Family Preservation and Reunification, Southern Melbourne
Location:	Primarily based at Uniting’s Dandenong office, with work from and travel to other locations, as required
Employment type:	Full time Maximum term until 30 June 2021
Reports to:	Team Leader – Keeping Connected Sibling Support

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

Keeping Connected; Sibling Support and Placement Service (SSPS) is one of the new home-based models being tested as part of a suite of activities under the South Division Initiative’s response to the Roadmap for Reform aimed at supporting placements that keep sibling groups together in a home-based setting and prevent young people being placed in residential care unnecessarily.

Uniting Vic Tas, 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 three components:

- **Placement component:** aiming to keep sibling groups together at the point of entry into out-of-home care - New placement options are enacted in situations where the complexity of sibling groups are not able to be accommodated in the existing system, or when the system is at capacity. This allows new sibling groups entering out-of-home care to be placed together whilst necessary assessment and planning is undertaken
- **Early planning:** supports new sibling groups entering out-of-home care and who are placed together by the development and implementation of Therapeutic Plans to better support the initial placement of sibling groups entering the out-of-home care system
- **Contact Planning:** supports sibling groups separated in the out-of-home care system to ensure clear avenues for meaningful contact between separated siblings

The Therapeutic Practitioner will work in the Early Planning component closely and collaboratively with stakeholders to deliver key competencies for the Sibling Support and Placement Service by creating therapeutic support plans for sibling groups. The role will facilitate the implementation of the therapeutic plan with specialised program staff, placement providers and other relevant professionals. The Therapeutic Practitioner will also be responsible for reviewing the plan and the overall implementation of the recommendations provided in line with appropriate practice standards and frameworks.

Approved by: Group Manager	Page 1 of 5	Division: South & East Victoria
Date Approved: February 2021	Printed copies of this document are not controlled.	Next Review Date: February 2022

Position Description

Therapeutic Practitioner – Sibling Support & Placement Service

Scope

Budget: nil

People: nil

Relationships

Internal:

- Family Preservation and Reunification 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

- Prepare high quality therapeutic support plans for sibling groups containing informed comment, reasoned recommendations and clear alignment with legislative requirements and program standards.
- Work collaboratively with partnership staff and external stakeholders to contribute to the therapeutic plan writing and implementation process.
- Work effectively and efficiently with Child Protection to facilitate a seamless intake and information gathering process.
- Ensure that the voices of clients, families and carers/volunteers are heard and acted on.
- Develop and maintain effective relationships with key stakeholders including clients, families, peak bodies, community service organisations, relevant professionals and state and federal government.
- Oversee the implementation of recommendations made in the therapeutic plan in partnership with the SSPS partnership.

Quality and risk

- Participate in regular supervision with their Team Leader.
- Maintain accurate and up-to-date case notes and data.
- Participate in Family Prevention and Reunification team meetings.
- Participate in partnership reflective practice.
- Participate in the development of individual Performance Development Plans.
- Ensure the highest quality of service provision through a commitment to organisational values, policy and procedure adherence, and maintenance of positive relationships with key stakeholders.
- Deliver services that comply with relevant funding agreements, accreditation and program standards and are in accordance with relevant legislation, policies and 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.

Position Description

Therapeutic Practitioner – Sibling Support & Placement Service

- 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.

Performance indicators

Leadership	Capability Description
Develop Capability	<ul style="list-style-type: none"> • Leads and inspires • Develops themselves and others • Promotes creativity and technical learning
Deliver Results	<ul style="list-style-type: none"> • Drives achievement of results • Works with others to achieve success • Utilises professional expertise
Builds Engagement	<ul style="list-style-type: none"> • Communicates effectively • Demonstrates flexibility • Engages others
Delivery of Operational Excellence	<ul style="list-style-type: none"> • Drives service delivery improvement • Implement operational efficiencies to deliver outcomes • Provides strong effective management to others
Builds and Maintains Relationships	<ul style="list-style-type: none"> • Works well with others • Effective coaching of others and self • Works well within a team environment
Organisational	Capability Description
Personal Drive	<ul style="list-style-type: none"> • Displays personal courage • Displays passion to succeed in the role • Demonstrates enthusiasm and commitment
Accountability	<ul style="list-style-type: none"> • Complies with WMV policies, procedures, processes and systems • Commits to action • Prioritises work to achieve outcomes
Resilience	<ul style="list-style-type: none"> • Embraces change • Demonstrates self-management • Builds support/networks in their role
Positive Workplace Culture	<ul style="list-style-type: none"> • Works cooperatively and effectively with others to create a performance-based culture, set goals, resolve problems, and makes decisions that enhance organisational effectiveness
Technical	Capability Description
Business Acumen	<ul style="list-style-type: none"> • Uses systems to achieve outcomes • Contributes to program improvements • Demonstrates personal credibility
Learning into Practice	<ul style="list-style-type: none"> • Demonstrates technical knowledge • Displays professional empathy • Uses resources to achieve outcomes
Decision Making	<ul style="list-style-type: none"> • Acts proactively • Is focused on problem solving

Position Description

Therapeutic Practitioner – Sibling Support & Placement Service

	<ul style="list-style-type: none">• Considers problems from different angles
Working in the Sector	<ul style="list-style-type: none">• Plans, organises and takes ownership of the situation• Builds organisational skills and responsiveness• Is effective in resolving client needs

Person specification

Qualifications

- Appropriate tertiary qualifications in human/community services including social work, psychology, behavioural science, nursing, speech pathology, occupational therapy
- Relevant post graduate qualifications preferred

Experience

- Extensive relevant experience working with vulnerable children, young people, adults and families, in particular sibling groups
- Demonstrated experience engaging with families and successfully providing outreach services, sometimes in a difficult or stressful context.
- Demonstrated ability to assess risk for children aged 0-17
- A commitment to a family-centered approach and the family strengthening and empowerment models of practice.
- Knowledge of child development, trauma and attachment theories.
- Demonstrated understanding of the Best Interests Case Practice Model and Children, Youth and Families Act ('CYFA') 2005 and 2015 amendments.
- Experience working with DHHS Child Protection directly or in a community service setting would be beneficial.
- Well-developed inter-personal skills, assertiveness, negotiation and ability to manage self and emotions in conflict situations.
- Well-developed written and verbal communication skills, with a capacity to communicate effectively and in a timely manner with a range of clients, staff, and other professionals.
- Demonstrated planning, organisational and time management skills
- Demonstrated ability as a practitioner and case manager in the disability, child, youth and family welfare field.
- Strong administrative skills, including data management and program reporting.
- The ability to work flexible hours to meet the needs of children, young people and families.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values
- Personal Attributes:
 - Verbal ability: Open, honest, articulate and flexible approach to communication – written and verbal. The ability to actively listen.
 - Interpersonal focus: Strong interest in people and respect for others. The ability to suspend judgement.
 - Cooperative: Demonstrates team behaviours striving for co-operative and professional relationships.
 - Conscientious: Responsible, dependable, organised and persistent.
 - Open to experience: High level self-awareness, with the ability to admit mistakes, as an opportunity for reflection, learning and development.
 - Professionalism: Professional, confident, focused and clear about purpose and able to set appropriate personal boundaries

Other

- A current Victorian Driver's License
- A satisfactory police records check is a condition of this position and repeated every three years
- A satisfactory international police check, where relevant, is a condition of this position
- A satisfactory Working with Children Check is a condition of this position

Position Description

Therapeutic Practitioner – Sibling Support & Placement Service



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.

Approved by: Group Manager	Page 5 of 5	Division: South & East Victoria
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