

Position Description



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| Title | Principle Practitioner |
| Business Unit | Children, Youth and Families |
| Location | Gippsland Cluster – travel across the region required |
| Employment type | Fulltime Ongoing |
| Reports to | Senior Manager Care and Placement Services |

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 work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land. We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, 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 role of the Principal Practitioner is to strengthen the practice skills and knowledge of service employees and lead a practice culture that is evidence based and integrates theory and research into practice.

This position will provide effective support to community services practitioners by providing expert advice and guidance on complex cases to support effective service delivery and responses across a breadth of programs within Community Services.

This role will also work closely and collaboratively with a range of internal and external stakeholders including Alliance Partners, Networks and Child Protection. Whilst the position will be placed at a nominal location, due to operational requirements, the position will work across regions in differing locations as required.

3. Scope

Budget: Nil

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Position description

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People: Nil

4. Relationships

Internal:

- Gippsland Cluster Senior Leadership Team
- Program Managers
- Community Services Practitioners
- Uniting CYF staff
- Support foundation staff and volunteers

External

- Clients and their families
 - Department of Health and Human Services
 - Other Government funding bodies
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5. Key responsibility areas

Service delivery

- Lead the development of practice excellence across Uniting Gippsland Cluster in conjunction with management and staff
- Provide expert advice and guidance to programs and practitioners in relation to work with children and families
- Provide case consultation and technical input on complex cases as required
- Build the expertise of the community services practitioners through training and professional development initiatives
- Establish and maintain effective working relationships with line managers in Community Services.
- Perform a cross regional role to enhance collaboration and learning
- Establish and maintain effective working relationships, and actively participate in meetings with various staff cohorts and government and non-government services providers
- Lead, mentor, develop and coach staff in case practice
- Collaboratively contribute to the development and implementation of the organisation's strategic and operational plans
- Deliver high quality learning and development to staff
- Deliver services that meet all relevant performance and outcome indicators
- Explore and develop new service opportunities through service integration and collaborative partnerships
- Develop and maintain consistent, high quality models of care across all relevant services
- Ensure all accreditation and compliance standards are met
- Prepare submissions for funding where required
- Other projects and duties as required

Quality and risk

- Develop and promote relevant tools and resources with an aim to implement, monitor and ensure fidelity to evidence based approaches ensuring that outcomes are capture
- Lead evaluation of evidence based approaches
- Provide training to employees, volunteers and students as required
- Identify and recommend changes to procedures and standards of care that impact the community services sector

People and teams

- Establish, lead, coach and inspire an engaged and productive team

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- Supporting Managers and Senior Managers in leading teams in leading practices and effective process governance
- Provide support, guidance, coaching, leadership and empowerment to a range of teams
- 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.

Legal requirements & risk management

- Ensure all legal, funder and statutory requirements pertaining to the position are met including serious incidents, reportable conduct and mandatory reporting (child safety)
- Foster a culture where risks are identified and appropriately managed
- Report areas of serious risk to next level supervisor and work together to mitigate those risks.

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

- University qualification, post graduate level or above (desired) in social welfare, psychology, Social Work or related discipline plus five years post qualifying experience
- Current National Police Check, Victorian WWCC and Drivers Licence

Experience

- Extensive experience in Trauma Informed Practice
- Evidence of leadership in a Human Services setting
- Proven ability to guide practice collaboratively and constructively
- Extensive theoretical underpinning
- Proven experience in collaborating, driving, motivating and developing a diverse, adaptable, high performance client outcomes focused team
- Track record or emotionally intelligent leadership

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- Demonstrated experience in developing and implementing strategic plans that improve service performance
- Demonstrated experience in strategically managing a large and complex workforce and operation including service agreements and service delivery activities in the human services field
- Experience in leadership, change management and service development
- Demonstrates high levels of self-awareness including interpersonal strengths and areas for development

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
- **Professionalism:** Executes day-to-day activities in a positive, friendly and enthusiastic manner.
- **Culturally Aware:** Values diversity as a strength and positively utilises diversity
- **Client Focused:** Achieve results through their teams
- **Leadership:** Gives frequent and constructive feedback and displays personal commitment to developing others.
- **Communication:** Well development communication and interpersonal skills

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.

8. Acknowledgement

I have read, understood and accepted the above Position Description

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