



## Social Worker

<b>Supervisor</b>	<b>Manager Safe and Strong Families</b>
<b>Classification Level</b>	<b>AO5</b>
<b>Location</b>	<b>Katherine with remote travel to KWHB communities</b>
<b>Position Type</b>	<b>Full time, ongoing</b>
<b>Position in the Organisation</b>	<b>Refer to KWHB Organisational Chart</b>

## Summary of Organisation

Katherine West Health Board (KWHB) provides primary health care and health-related programs to Aboriginal communities over a 162,000 km<sup>2</sup> region in the remote Katherine West region. We are an Aboriginal community-controlled organisation with the key objective of improving health and wellbeing outcomes for all people in our region. KWHB recognises that health and wellbeing is holistic, and we are committed to providing evidence-based programs that support all aspects of health – including spiritual, cultural, emotional and family wellbeing.

Our staff are our strength, and we are committed to providing a safe and supportive working environment where people are encouraged to collaborate, learn and grow. A job at Katherine West is much more than a job, it is a life-changing experience. Working in the remote west region of the Northern Territory will challenge your perceptions, broaden your understanding and shape your future.

We are committed to the recruitment and retention of Aboriginal and Torres Strait Islander staff. Our service delivery is enriched by staff who have an understanding and cultural connection to country and people. Our work is further empowered by the recruitment of Katherine West community members into our organisation. We are committed to developing pathways for community members to work with us as managers, leaders, health professionals, outreach workers and within support roles.

## Summary of Position

The Family Services team works with remote Aboriginal families with complex needs to improve the health, wellbeing, and safety of children in our communities. The team supports parents and extended family members to build confidence and capacity to bring up strong and healthy children connected to culture and country.

The Social Worker will report to the Manager Safe and Strong Families, while working closely within the wider family services team supporting Katherine West families. The Social Worker will be based in Katherine with regular travel to all KWHB communities to build relationships with families and stakeholders, guide staff, and support program activities in our remote communities. The Social Worker provides essential social care outreach to clients, including safety planning, case management, crisis intervention, financial



counselling, and connecting clients to essential support services. They will also provide support to team members in case management and case conferencing.

Under the guidance of the Manager Safe and Strong Families, the successful candidate will work closely with and support the family services team to:

- build practical in-home capacity to support the growing up of healthy and safe children.
- identify challenges and address issues contributing to concerns around safety and wellbeing.
- improve family engagement with health and education services.
- support safety planning and risk management for families impacted by domestic, sexual, and family violence.
- connect families to relevant support services, such as health care, welfare support, and parenting programs.

## **Primary Responsibilities**

1. Provide outreach social care support for families in the KWHB region through a strengths-based approach, the principles of self-determination and respect for Aboriginal people, communities, and culture.
2. Ensure that referrals and case notes are documented in the Communicare health care database in an appropriate and timely manner.
3. Work closely with community members, Aboriginal staff, and local stakeholders to recognise strengths and address challenges which may affect the safety and wellbeing of children.
4. Assist families to access support, services and resources as required.
5. Support the development of and monitor family support plans to guide case management and progress milestones.
6. Coordinate and provide input into culturally safe and practical programs and education sessions to build parenting capacity.
7. Ensure the program activities and outcomes are regularly documented as per the program funding requirements.
8. Undertake program activities in accordance with cultural safety, KWHB organisational values, and program funding requirements.
9. Participate in shared planning, with client consent, to respond to the needs of client families.
10. Provide social work guidance and support in case conferences.
11. Support staff to identify when families are achieving independence and participation goals, and work with staff to facilitate exit from the program.



12. Support promotional strategies and the development of resources to help clients grow up strong and healthy children.
13. Advocate for improved services and outcomes for clients.
14. Identify training and professional development needs and undertake training as directed by the Management Team.

### **Mandatory qualifications, professional registration, and other requirements**

- Recognised tertiary qualification in Social Work, and eligibility for membership with the Australian Association of Social Workers (AASW).
- An understanding of Aboriginal cultural values, and commitment to the advancement and self-determination of Aboriginal communities.
- Current NT Working with Children Clearance (Ochre Card), or ability to obtain.
- Current Criminal History Check, or ability to obtain.
- Current COVID-19 immunisation certificate (3 doses required).
- Basic computer skills and proficiency in the Microsoft Office suite.
- Current NT Driver's Licence, or ability to obtain.
- Ability to travel to remote areas for periods of time by road and light aircraft when required.

### **Selection Criteria**

#### **Essential:**

1. Demonstrated experience in case management and crisis intervention.
2. High standard of interpersonal and communication skills, including the ability to relate sensitively and appropriately with vulnerable people.
3. Well-developed time management, decision-making, and organisational skills to meet reporting deadlines and work within a multi-disciplinary team.
4. An understanding of and commitment to Aboriginal cultural values.
5. An understanding of the social determinants of health affecting Aboriginal people living in remote communities.
6. An understanding of trauma-informed practice and the diverse challenges affecting families in our region.
7. Familiarity with the Signs of Safety and Safe and Together models of practice.



## KATHERINE WEST HEALTH BOARD

Aboriginal Corporation

## Position Description

Unit 10, 38 First Street, Katherine NT 0851 . PO Box 147, Katherine NT 0851

Phone (08) 8971 9300 Fax (08) 8971 9340

ABN 23 351 866 925 | ICN 3068

8. Demonstrated safe working practices and ability to maintain client and workplace confidentiality.

### Desirable:

1. Experience working directly with Aboriginal people and/or in remote Aboriginal communities.
2. Previous experience in case management of high-risk families.
3. Member of AASW.

## Child Safe Organisation

Katherine West Health Board is a Child Safe Organisation, committed to child safety and wellbeing in accordance with the National Principles for Child Safe Organisations. KWHB is striving to ensure a supportive working environment which places child safety and wellbeing at the forefront of our service delivery. We are committed to embedding child safety practices throughout our organisation and undertaking continuous improvement to prioritise the safety of all children who come into contact with our organisation, staff and services.

### Note

All KWHB employees are expected to be familiar with, acknowledge and comply with relevant policy and procedures with particular emphasis on workplace safety, cultural safety and equal employment opportunity which are significant elements of KWHB's core values

## Approved By

Sinon Cooney

Chief Executive Officer

Date: 11-Dec-2023