

drummond street services
Senior Child & Family Practitioner
Position Description

Position Title:	Senior Child and Family Practitioner	Position Grade:	SCHADS Award 2010.
Department/Division :	Family Services	Position No.	
Reporting to:	Family Services Manager		
Position summary/purpose:	To provide high quality, child and family focused prevention and early intervention supports to families with children dealing with, or at risk of developing, child and adolescent mental health issues.		

Key Responsibilities

Leadership

- Earn respect, influence, and obtain high performance from staff.
- Contribute to operational and strategic planning to assist in achieving individual/team/organisational program outcomes, targets, and KPIs as per contractual agreements with funders and those determined by drummond street.
- Regularly monitor supervisee's data provided by Holly and other sources, ensuring accurate records of all funded activities are maintained and take remedial action where necessary to ensure service targets are met and service quality is maintained.
- Monitor supervisee's client feedback and respond to issues, including complaints from clients in accordance with DS policy and procedures.
- Implement communication mechanisms, including leadership, to ensure a free flow of information and ideas.

Supportive family and child focused interventions

- Provide centre based and outreach support for children, young people, and their families.
- Conduct bio psycho-social whole-of-family assessments of risk and protective factors associated with child mental health outcomes.
- Develop and implement individual case plans in collaboration with the client and their family, consistent with ds' whole-of-family approach.
- Provide active, intentional work within risk and protective factors framework to support families' goals and aspirations.
- Provide appropriate referral to both internal and external service providers to meet bio-psycho-social needs identified through the assessment process.
- Utilise prevention and early intervention strategies and interventions that are holistic and family centred.
- Develop and facilitate psycho-social and skills-based educational seminars and group treatment and psycho-social programs, including topics relating to mental health literacy, relationships, parenting, children and young people's mental health, wellbeing and positive development.
- Support the design, delivery and implementation of evidence based and intentional family-based programs.
- Proactively build therapeutic relationships through engagement activities with the intention of identifying 'vulnerable' and 'at risk'

families to build supportive pathways, positive help-seeking experiences and optimistic and intentional work within risk and protective factors framework to support client's goals and aspirations.

- Assertive engagement of client cohorts that have specific needs, including those considered socially marginalised or resource poor to lessen the impact of social exclusion, including aboriginal families, emerging CaLD communities and greater risk cohorts including LGBTIQ and refugees.
- Complete all client records and other required documentation including case plans and client assessments, in accordance with ds policy.
- Ensure adherence to professional practice standards and DS's policies and procedures including those relating to practice.
- Work across Drummond Street locations as required.

Psychological Interventions

- Provide evidence based, focused psychological strategies to infants, children, adolescents, adults and their families.
- Utilise clinically appropriate assessment measures to inform treatment and measure outcomes.
- Participate in case review meetings, contribute to care plans and participate in planned case conferences with GPs and other health care professionals as required.

Networking and Partnerships

- Represent the organisation positively with a range of external health, social services and other relevant providers for the purpose of making appropriate client referrals, providing conjoint support where required, and marketing and promoting the agency programs.
- Use community development approaches (social justice, equality, and mutual respect) to increase self-efficacy and empowerment of communities.
- Develop and deliver training to community members, partners and the broader sector.
- Work collaboratively with other services to identify and address services gaps and client needs.

Research and Evaluation

- Assist with the development and implementation of evaluation activities, continuous quality improvement activities and contribute to national evaluations and Minimum Data Sets as required by funding agreements.

General:

- Prepare recommendations, reports, in accordance with the organisation and funder requirements.
- Participate in organization-wide team meetings, collaborative planning activities and quality assurance activities.
- Comply with the relevant WHS and Quality standards, in addition to supporting clinical governance.
- Participate in regular supervision and performance development.

Key Competencies/Skills	Experience Profile (incl Qualifications)
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Behavioural Competency	Technical/Functional	
Adaptive Leadership Skills Organisational & Quality Focus Planning & Implementation Results Driven & Client Orientated Promotes productive work practices Creative, flexible and solution focused High level of self-awareness, professionalism and social justice values	<ul style="list-style-type: none"> • Practice supervision skills • Operational and strategic planning • Intentional, client focused delivery • Family-aware and inclusive practice skills • High level written, oral and interpersonal skills • Information technology & communication skills • Interpersonal, Community & inter-agency relationships skills • Culturally-aware competencies • Trauma informed knowledge & practice • Expertise in evidence-based focused psychological strategies 	<ul style="list-style-type: none"> • Full registration as a psychologist or mental health social worker eligible to deliver under ATAPS and Better Access Programs. • Must have a Medicare Provider Number. • Must have completed the Child Mental Health ATAPS training. • A minimum of five years' experience in the family services and/or mental health sectors. • Demonstrated experience supervising and developing multidisciplinary staff. • Demonstrated experience with providing counselling and case work that supports children and families with multiple and complex needs such as mental health, family violence and substance abuse issues. • Demonstrated high level written, oral and interpersonal communication skills and organisational skills including the ability to meet deadlines and prioritise work tasks. • A genuine interest and commitment to working with LGBTIQ, Aboriginal, refugee, CaLD and other higher risk cohorts. • Trauma-informed knowledge and practice experience including experience in working with client's from refugee backgrounds.
Position Dimensions		Decision Making Authority
Operates within cross-disciplinary teams and across multiple service sites.		<ul style="list-style-type: none"> • Responsible for practice quality, including risk management plans, strategies and reviews across all areas of operational responsibility. • Clear direction to case interventions in the context of assessment and case planning • Responsible for the management of case load, in consultation with their Manager.