

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 and to support practitioners 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 with a specific focus on working with families with a refugee experience.		

Key Responsibilities

Leadership

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

Supportive family and child focused interventions

- Design, deliver, develop and evaluate intentional, evidence based, outreach and centre based, individual, couple and family-based programs that reduce risks and increase protective factors for a range of child and family health and wellbeing outcomes, with a particular focus on families with a refugee experience.
- In collaboration with clients, develop and implement individual case plans for all cases based on sensitive and thorough assessment, consistent with drummond streets' Family Support Practice Model.
- Utilise public health informed prevention, early intervention and tertiary strategies that are holistic, family centred and trauma informed, where a family member may have a serious mental health issue.
- Provide psycho-social and skills-based educational seminars and group work for couples and families, addressing issues relating to mental health literacy, relationships, parenting, children and young people's mental health, wellbeing and positive development.
- 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.
- Assertively engage client cohorts with specific needs, including those considered socially marginalised or resource poor to lessen the impact of social exclusion, including families with a refugee experience, aboriginal families, emerging CaLD communities and LGBTIQ.
- Contribute to the achievement of individual, team and organisational program targets and KPIs as per contractual agreements with funders and those determined by drummond street.

- Complete all client records and other required documentation.
- Ensure adherence to professional practice standards and DS's policies and procedures including those relating to Practice.

Networking and Partnerships

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

General

- 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 (including Qualifications)
Behavioural Competency	Technical/Functional	<ul style="list-style-type: none"> • Tertiary qualification in Social Work, Family Therapy or Psychology and further training in relation to families work • A minimum of five years' experience in the family services and/or mental health sectors • A minimum of three years' experience in working with families with a refugee experience • Demonstrated experience supervising and developing multidisciplinary staff. • Demonstrated knowledge and application of a range of therapeutic approaches for individuals, couples, families and specifically children and young people. • Demonstrated experience with providing counselling and case work that supports children and families with multiple and complex needs such as trauma, mental health, family violence and substance abuse issues. • Demonstrated high level written, oral and interpersonal communication skills • A genuine interest and commitment to working with refugee LGBTIQ, Aboriginal, CaLD and other higher risk cohorts.
<ul style="list-style-type: none"> • 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"> • Understand child and family services • Practice supervision and line management skills • Operational planning • Intentional, client focused delivery • Work within a public health model prevention and early intervention framework • Family-aware, 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 	
Position Dimensions		Decision Making Authority
No. Of FTE: up to 4 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

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| | <ul style="list-style-type: none">• Responsible for the management of case load, in consultation with their Manager. |
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