

Position Description

| Position Title | Senior Practice Design Specialist |
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| Mode of employment: | Full Time (Negotiable) |
| Time fraction: | 1.0 FTE (Negotiable) |
| Tenure: | Ongoing |
| Location: | Melbourne – x1 Position Sydney – x1 Position |
| Line Manager | Relevant Director or Principal Specialist |
| Classification: | Level 4 Senior Specialist |
| Annual Salary: | \$106,575 – \$118,755 plus 9.5% superannuation |
| Working relationships: | <ul style="list-style-type: none"> Internal: works collaboratively across the organisation as part of multidisciplinary teams; actively participates in Senior Manager forums External: organisations, agencies, key stakeholders in government and non-government sectors |
| Other information: | All staff are required to sign an Intellectual Property Agreement and undergo successful Working with Children and National Police Checks prior to appointment. National Police Checks are then required every 3 years. |
| Review: | July 2017 |

Position Overview

The primary function of the Senior Practice Design Specialist is to support the design of evidence-based programs and practices in child and family health, educational successful applicants will be expected to build and shape as we further develop our business in this area. Your role will be to help bridge the knowledge-to-practice gap in parenting and family support. Working within contemporary knowledge-exchange, and implementation frameworks, you will work collaboratively and closely with government and non-government agencies to identify, adapt and apply the best evidence in the development of services, programs and practices.

We are looking for a person with exceptional practice skills, in a relevant field, who can apply evidence-based principles and strategies in the real world. This role requires substantial tacit knowledge (that comes with clinical experience), good clinical judgment, and strong supervision

and support skills, together with a commitment to evidence-based practice. The success of the role is based on the ability to:

- Identify, evaluate and apply evidence
- Understand and relate to the context in which such programs or practices may be used
- Facilitate open dialogue and genuine engagement of diverse stakeholders

You will be 'customer' orientated, a strong team player, and someone who excels at getting high quality work achieved through others. You will work in a collaborative model with partner organisations, as well as having the opportunity to work closely with national and international experts in designing, implementing, evidence-informed practices and programs in a diverse range of settings.

About the Parenting Research Centre (PRC)

The Parenting Research Centre seeks better outcomes for children by increasing effectiveness and fostering innovation in the way families are supported in their parenting. We work collaboratively with our clients to deliver tailored, outcomes-focused solutions based on the best available evidence.

We bring scientific rigour to the practical task of improving the quality and effectiveness of services and supports provided to children and families. We help our clients to solve problems and achieve their intended outcomes by:

- undertaking rigorous analytical, evaluation and quality improvement research
- making evidence accessible and useful to decision makers through best-practice knowledge synthesis, translation and exchange
- improving service quality and effectiveness with evidence-informed practice design and implementation support.

We are an independent, not-for-profit organisation and work with governments and community organisations in the fields of health, education and welfare.

Our corporate values are:

- Commitment: we believe in the importance of parenting
- Excellence: we do our best to apply scientific knowledge in a practical way
- Open-mindedness: we value learning and inquiry
- Innovation: we are flexible and creative
- Responsiveness: we respond to community needs
- Collaboration: we pool our knowledge and our resources
- Stewardship: we are trustworthy and accountable.

Our code of interpersonal behaviour is based on the values of:

- Respect: treat people with dignity and communicate their worth
- Responsibility: be dependable, trustworthy and accountable
- Positivity: be positive and proactive, and focus on solutions and strengths
- Acceptance: embrace diversity, exercise tolerance, and look for the best in others

| Personal Competencies Required | Position Competencies Required |
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| Integrity, professionalism and strong professional ethics. | Knowledge of and a commitment to the values of PRC. |
| Commitment to producing work of high quality. | Experienced in producing quality outcomes according to planned timelines. |
| High levels of motivation and energy. | High productivity. |
| Ability to be proactive and positive in solving problems. | Demonstrated decision-making and problem solving skills. |
| Commitment to teamwork. | Demonstrated communication and Interpersonal skills including effective collaboration and contribution of ideas to achieve the desired end result. |
| Enthusiasm for contributing to a learning environment. | Demonstrated ability to work in multidisciplinary setting and experience in effective negotiation and problem resolution. |
| Commitment to ongoing professional development. | Clear understanding of own development needs, and commitment to continuous improvement, WH&S and Equal Opportunity principles. |

Key Responsibilities

1. Design, establish and deliver projects requiring strong program and practice design elements, as directed
2. Collaborate closely with community based practitioners and organisational leaders in the adaptation and/or design of evidence-informed practices and programs
3. Work closely with specialists in implementation and evaluation to design, and deliver technical support for programs and practices being implemented in the field
4. Build high performing project teams, and facilitate strong relationships both internally and externally
5. Contribute to the development of competitive tenders, and consultancy and contract project proposals
6. Manage complex stakeholder relationships, including funders, and represent the Centre at relevant forums
7. Other duties as required

Key Selection Criteria

Essential

1. High-level practice skills and extensive experience in a relevant clinical field
2. Demonstrated ability to support practice development, including exceptional small-group facilitation, supervision and coaching skills
3. Experience implementing evidence-based practices and programs, and demonstrated ability to work within an applied research paradigm
4. Demonstrated ability to design, adapt, and support the systematic application of practices and programs
5. Ability to thrive in a fast-paced environment, and demonstrated skills at defining key outcomes, identifying critical pathways, and troubleshooting project obstacles
6. Demonstrated ability to achieve results through collaboration with a diverse range of internal and external stakeholders
7. Evidence of a high level of personal productivity and work impact
8. Strong team work skills and demonstrated capacity to lead successful project teams
9. Exceptional interpersonal and communication skills
10. Relevant post-graduate qualification in the social sciences or related field

Desirable

1. Relevant knowledge in family, children or parenting fields
2. PhD level research training
3. Experience and skills in qualitative research
4. Strong presentation skills

Approvals

Employee's signature: _____ Date: ____/____/____