



The GEO Group Australia Pty Ltd.

## POSITION DESCRIPTION

Position Title	Family Practitioner
Reference Number	RPPD4XX
Department	Rehabilitation and Reintegration
Position Reports To	Team Leader: Family and Life Skill Programs
Positions Reporting to This Role	N/A
Work Location and Travel	This position is located at <b>Ravenhall Correctional Centre</b> at 97 Riding Boundary Rd, Ravenhall, VIC 3023.

## Operating Environment

**Ravenhall** is a 1300 bed medium security prison for adult sentenced and unsentenced males. Its contemporary campus-style design reflects four accommodation communities with varying profiles: 1) sentenced mainstream, 2) Indigenous and remand, 3) mainstream remand and 4) protection. Community accommodation is complimented by a further 75-bed Forensic Mental Health Unit, 25-bed Unit for prisoners with significant challenging behaviours, and a 25-bed Mission Based Unit designed to respond intensively and therapeutically to current community issues. In recognition of the importance of Continuum of Care, Ravenhall extends its presence into the community by providing ex-prisoners with access to post-release support at GEO's Community Reintegration Centre.

Through investment in opportunities for prisoners to engage in work, education and programs, prisoners are not only held safely and securely but given every chance to turn their lives around. Issues behind much of the crime in our communities – such as violent attitudes, anti-social behaviours and the abuse of drugs and alcohol – are addressed through innovative programs and interventions.

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Ravenhall's unprecedented emphasis on offender rehabilitation and reintegration is evidenced by a significantly sized team of clinicians, working in concert with a number of Victoria's most respected organisations including Forensicare, Correct Care, YMCA, and Kangan Institute. Together, Ravenhall provides an integrated service system that collaboratively brings about lasting positive change in the lives of prisoners pre-and post-release. Through these partnerships the objective of Safer Victorian Communities is achieved.

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### Position Summary

The Family Practitioner will provide pre-and post-release interventions to assist prisoners to develop positive links and networks with their families. They are responsible for assisting prisoners to maintain or re-establish familial relationships that can act as a protective factor and support positive rehabilitation and reintegration outcomes. Using a whole of family approach, the Family Practitioner will identify, assess and coordinate family services including the family case management program as well as referrals for men and their families to community agencies as required. This includes liaison with Government Departments to assist the prisoner's transition to the family unit and broader community. They will also deliver RCC's Parenting Program to provide simple and practical strategies to help prisoners develop strong, healthy relationships, confidently manage their children's behaviour and prevent problems developing.

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### Key Accountabilities

- Assist in the management of reintegration programs and prisoner services that relate to family services.
  - Facilitate Ravenhall's Family Case Management Programs by undertaking a comprehensive assessment and tailored support plan to meet the needs of the participant.
  - Participate in the case management and/or placement process by providing information and advice to relevant staff on a prisoner's participation, progression and/or completions in programs.
  - Act as a point of contact (and advocacy function where appropriate) between DHHS Child Protection and other community services, including where men identify a desire to maintain/re-establish contact with their children.
  - Coordinate and involve the participants in goal setting during all stages of their imprisonment to actively encourage and engage the participant and their families through special arranged visits, telephone calls and other forms of contact to enhance relationships.
  - Deliver a high-quality family support and reunification service to incarcerated men.
  - Manage referral waitlists and complete assessments to determine prisoner's suitability for participation in parenting programs.
  - Facilitate a group-based parenting program and provide individual parenting support where required.
  - Support fathers to enhance the quality of relationships with their children through increased knowledge and skills, improved capacity for self-regulation and identification and management
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- of current parenting challenges.
- Evaluate and report on program outcomes to relevant stakeholders as required.
- Coordinate the Just for Dads program by delivering monthly themed activities for men at Ravenhall with their children.
- Participate in the case management and/or placement process by providing information and advice to relevant staff on a prisoner's participation, progression and/or completions in programs.
- Liaise and work co-operatively with Child Protection, legal representatives, carers and family members of prisoners (including community agencies and services).
- Provide support for parents and/or guardians to have contact and access with their children and families whilst in custody where appropriate.
- Provide expert advice and consultation for staff on prisoner family programs and matters.
- Ensure Ravenhall complies with relevant Child Protection laws and procedures.
- Establish and maintain positive relationships with external agencies and assist these agencies to develop positive family links.
- Facilitate family conferencing.
- Regularly attend and participate in team meetings, supervision and training.

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### Key Selection Criteria:

#### Essential:

- Tertiary qualification in Social Work, Psychology or related social science/welfare fields or equivalent professional experience.
- Sound knowledge of contemporary/community issues and matters that effect families and prisoner rehabilitation and reintegration programs.
- Experience in Family Case Management and liaising with internal and external agencies such as DHHS, Child Protection.
- Experience in the delivery of parenting programs.
- Demonstrated understanding of child developmental stages, expected behaviours and risk factors for social and behavioural problems.
- Understanding of trauma and trauma-informed practice.
- Proven ability to build rapport and maintain effective relationships with prisoners, peers and relevant agencies/key stakeholders.
- Demonstrated high level professionalism, compliance and attention to detail.
- High level of oral and written communication skills.
- Ability to assist in the development and implementation of innovative programs.
- Strong organisational and time management skills with the ability to prioritise tasks.

#### Desirable:

- Accreditation in the Triple P system: Level 2 Selected Triple P and Level 4 Group Triple P/Group Teen Triple P
- Able to coordinate and implement family and volunteer programs in a correctional setting.
- Experience working within a prison setting.
- Able to manage challenging and complex clients.
- Ability to work independently and as part of a broader team.

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### Other Requirements of the Role

- Ability to work within a correctional setting, which will involve direct contact with prisoners.

- Valid and current full Australian driver's licence.
- Satisfactory completion of a National Criminal History Check.
- Ability to obtain and maintain a security clearance.
- Work outside of ordinary business hours may be required on occasion.

### Employee Acceptance

I acknowledge that the statements included in this position description are intended to reflect duties and responsibilities that I may be required to undertake and are not to be interpreted as being all inclusive.

I have read, understood and accepted the above position description and associated attachments.

NAME	SIGNATURE	DATE

Master copy lodged with HO (SMT only) ☐

Master copy lodged with department monitor ☐