

Position Description

Position Title:	Family Preservation Reunification Response (FPRR) Practitioner
Program/Section and/or Portfolio:	Client Services
Location:	Bendigo. Travel to other locations will be required.
Reports To:	Practice Team Leader (based at Mackillop Family Services)
Award and Classification:	<i>Social, Community, Home Care and Disability Services Award 2010, Level 5</i>

This Position Description intends to describe the general scope, level of work, accountabilities and responsibilities of the position. It does not necessarily include all duties and responsibilities.

This Position Description may be altered in accordance with the changing requirements of the position.

About CatholicCare Victoria

CatholicCare Victoria (CCV) is a leading and influential provider of charitable and social services in Victoria. The Mission of CatholicCare Victoria is to build communities that recognise and nurture the dignity of each person. Our employees share our Mission for a stronger, more inclusive society through supporting individuals, families and communities in times of need, especially those who are most disadvantaged, vulnerable and/or marginalised.

CatholicCare Victoria delivers excellence in a broad range of child, family and youth services, family relationship services, school counselling and pastoral care services, social housing, employment and advocacy services across various office locations and delivery sites in Victoria. One of our primary areas of investment in addressing homelessness is through our subsidiary CatholicCare Victoria Housing (CCVH) and in partnership with Government we are constructing new homes across Victoria.

CatholicCare Victoria draws on the principles of Catholic Social Teaching to inspire and direct our endeavours. We value and respect human dignity and embrace diversity in an inclusive work environment.

CatholicCare Victoria Values

Values	Behaviours
Respectfulness	We value people for who they are and recognize what they are doing. We interact with others honestly and in a positive, considerate, and caring matter.
Integrity	We value the work we do. We are fair, honest, and trustworthy. We act professionally, take accountability for our actions, and keep our promise.
Inclusivity	We welcome everybody, working to enable everyone to feel like they belong and have a place – from a face to be seen and a voice to be heard.

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Collaboration	We walk alongside clients, communities, and each other. We contribute to the work and lives of others so that we can all achieve our best, together.
Compassion	We connect with each other's stories. We acknowledge the inherent strengths and diverse experiences of others. We act with kindness and care in all our relationships, helping each other to address our challenges in a safe and welcoming environment.

About the Program/Section

MacKillop Family Services, Bendigo District Aboriginal Cooperative and CatholicCare Victoria have agreed to collaborate together to deliver the FPR Response, in the Loddon North rural area of Victoria.

The Victorian Family Preservation and Reunification Response (The Response), has been funded by the Department of Families, Fairness and Housing. It was co-designed with representatives from the child and family services sector to be implemented in 2020-21 by Victorian registered children and family service providers.

The Response includes an initial intensive intervention phase, delivered through a mobile and integrated approach, followed by a sustained service support phase, aimed at preventing at-risk children entering or re-entering care. The Response will link to, align with, and build on (and not duplicate) existing child and family services within the broader service system, providing an enhanced continuum of care across the state. It will be evaluated and continuously developed to enhance the Family Preservation and Reunification Response (FPRR) evidence-base for Victorian child and family services (including Child Protection).

The model is an integrated and evidence-based/evidence-informed approach to supporting and problem solving with families and preventing children and young people's re/entry to out of home care. The team will work as a cohesive whole and report directly to the FPRR Practice Team Leader.

Position Summary

The FPRR Practitioner will provide outreach wraparound services to families where children's ages range from unborn to adolescents. Working flexibly, as part of the team they will report to the FPRR Practice Team Leader.

The early years family work will engage parents and their babies/children in order to build their capacity as parents and functional families that provide for their children's health, safety and development as well as work towards building their self-reliance and sustainability through access to education, vocational training and employment. The program is a whole-of-family service in the form of pre-birth support, intensive and longer-term interventions and case work support until the child reaches approximately school age.

The adolescent family work will be child focussed and family-centred aligning with the Best Interests Case Practice Model. The focus being to improve anti-social and violent behaviour, mental health symptoms, suicidal behaviours and family relationships. The team will deliver services in the family's home with FPR Practitioners being with the family several times per week. The families will be able to access MacKillop's Afterhours service, seven days a week should a crisis arise, giving advice on the phone and if required supporting contact into the home.

The FPRR Practitioner will deliver in the home and community as needed for 4 to 6 months by practitioners. Areas of clinical focus include risk assessment and safety planning and practitioners will strive to empower caregivers to help their children and young people live safely in the community, attain school/vocational goals, and develop prosocial behaviours. Practitioners will work with the ecology of the family and school; sporting clubs and local businesses will be engaged as the individual needs and strengths of the family are identified.

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The FPRR Practitioner will engage with Aboriginal and Torres Strait Islander families in a culturally safe and competent way. This includes engaging in regular consultation with the program’s Cultural Advisor and including ongoing training.

Key Result Areas and Responsibilities

The order in which key result areas and responsibilities are listed is not necessarily significant.

Key Result Area	Key Responsibilities
Service Delivery	<ul style="list-style-type: none"> • Conduct an initial assessment including review of referral information, identifying, and engaging key participants, identifying systemic strengths and needs, and developing an analysis of the referral concerns/behaviours within the ecological context. • Engage primary caregivers and other key participants in active change-oriented treatment by identifying and overcoming barriers to engagement • Implement a case conceptualization, treatment planning, intervention implementation, outcome review and strategy revision procedure using evidence informed analytic process. • Maintain clear and concise documentation of treatment efforts that promote peer and supervisory review and feedback and demonstrate implementation of evidence based/informed interventions. • Collaborate with all relevant systems and key participants within each system to ensure their buy-in and cooperation throughout The Response Service. • Provide direct clinical treatment using evidence based/informed methods. • Participate in all training, supervision and consultation activities. • Build strong relationships with community stakeholders (i.e., DHHS, other providers, judges, schools, etc.) to ensure cooperation among service providers. • Demonstrate ability to work with Aboriginal children, young people, and families with complex trauma needs.
Work with Children and Families	<ul style="list-style-type: none"> • Provide flexible outreach where we meet with the family multiple times a week over a six-month (or for the duration of involvement) period. • Use interventions based on the Best Interest Case Practice Model and other evidence-based evaluation tools such as the North Carolina Family Assessment Scale (NCFAS) and ASQ3 and ASQ-TRAK child development tools as well as SDQ Tools for adolescents.
Professional Development	<ul style="list-style-type: none"> • Engage in supervision with the line manager and actively participate in supervision.
	<ul style="list-style-type: none"> • Maintain quality case files. • Sound knowledge of the Children, Youth and Families Act, 2005, with a focus on the Best Interests Framework and Stability Planning. • Contribute to ongoing Quality Improvement as required. • Contribute to the ongoing development of the team through collaborative team work.

The position is also required to perform other duties as lawfully and reasonably directed.

Reporting and/or Supervision Relationships and Authority

Reporting Relationship:

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The position reports to and works under the general guidance of the FPRR Practice Team Leader (MacKillop Family Services) and the Manager, Family Services and FPR (CatholicCare Victoria).

Authority:

The position works within established guidelines and established practices. The position exercises a degree of autonomy. Significant decisions require the approval of the Manager or Team Leader (or other person's acting with the Manager's authority).

The position is required to work within the relevant delegations' policy, procedure and guidelines of CatholicCare Victoria.

Stakeholder Relationships

Internal Relationships:

- Will develop effective working relationships with all employees and leadership staff across MacKillop Family Services and CatholicCare Victoria.

External Relationships:

- A range of stakeholders of the Mackillop Family Services and CatholicCare Victoria Family.

Organisational Responsibilities of the Position

Workplace Health and Safety (WHS)

CatholicCare Victoria is committed to the health, safety and wellbeing of employees, volunteers, contractors, clients and other people within our workplaces. The position is required to perform the responsibilities of the position adhering to the *Occupational Health and Safety Act (2004)*, in particular to:

- take reasonable care for your own and others' health and safety within the workplace;
- take reasonable care that your actions or omissions do not adversely affect the health and safety of yourself or others;
- cooperate with any reasonable directions, policies and/or procedures relating to health and safety in the workplace;
- report all injuries, illness, near misses or hazards as per CatholicCare Victoria policies and procedures; and
- participate in relevant health and safety training, and risk management initiatives based on position and responsibilities.

Cultural Safety and Respect

CatholicCare Victoria acknowledges the history, culture, diversity and value of all Aboriginal and Torres Strait Islander Peoples, and pays respect to their Elders past and present, as well as acknowledging future generations.

The position is required to work with Aboriginal and Torres Strait Islander Peoples in a culturally safe and respectful way.

Safety of Children, Young People and Vulnerable Adults

CatholicCare Victoria is committed to the safety of children, young people and vulnerable adults.

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The position is required to perform the responsibilities of the position adhering to the *Catholic Safeguarding Standards, National Principles for Child Safe Organisations, Child Safe Standards* and any other relevant standards and/or legislation.

Risk Management, Accreditation and Quality Improvement

The position is required to actively participate in risk management, accreditation and quality improvement processes, procedures, systems and initiatives, including reporting risks, incidents and feedback in a timely and responsible manner.

Policies, Procedures and Legislative Requirements

The position is required to undertake the responsibilities of the position adhering to all CatholicCare Victoria policies, procedures and practice guidelines and relevant standards and/or legislation including, but not limited to:

- *Employee code of conduct*
- information privacy and confidentiality;
- Equal Opportunity, anti-discrimination and anti-bullying; and
- inclusion and diversity.

Key Requirements

Qualifications and/or Training

1. The role requires appropriate tertiary qualifications. Bachelor's degree in social work, Child Development, Psychology or a related subject area preferred, or a Diploma level relevant qualification with significant professional experience.

Experience

1. Significant work experience (minimum 2 years) in a relevant field which supports an understanding of key child development issues relating to young parents and their families who have complex needs.
2. Understanding of and demonstrated experience working with issues such as attachment, trauma, and intergenerational disadvantage.
3. Demonstrated professional case management skills.
4. Significant clinical experience in treating serious antisocial behaviour in youth.
5. Implementation of evidence-based interventions within or between systems in the youth's natural ecology that affect or influence the behaviour of youth (i.e., family, peer, school, and neighbourhood).
6. Direct use of pragmatic (i.e., structural, strategic and functional) family therapies and/or behavioural therapy targeting behavioural change in children at home and school.
7. Demonstrated experience referring to and collaborating with local service networks.
8. Work with Aboriginal and Torres Strait Islander families.

Knowledge, Skills and Attributes

1. Child development research and its application in treatment.
2. Systems, behavioural and social ecological theories and application.
3. Social skills assessment and intervention.
4. Demonstrated ability to undertake complex casework with families and children who have experienced trauma.

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5. Preferred sound knowledge and understanding of Aboriginal history, values, the stolen generation, practices and culture.
6. Have an awareness and knowledge of attachment and trauma theories related to Aboriginal children, young people and families; Demonstrated ability to use this knowledge to guide practice with Aboriginal children, young people and families.
7. Demonstrated understanding of cultural safety.

Child Safety

9. Demonstrated commitment to the safety of children, young people and adults in a respectful and inclusive environment for all diversity groups in accordance with the *Catholic Safeguarding Standards, National Principles for Child Safe Organisations, Child Safe Standards* and any other relevant legislation.
10. Demonstrated knowledge and application of child safe legislation, principles, standards and practices.
11. Demonstrated understanding of appropriate behaviours when engaging with children, including children with a disability and from culturally and/or linguistically diverse backgrounds.

Other Requirements

- Current driver’s licence.
- Current Victorian Working with Children Check.
- Current Australia-wide Police Check.
- A Statutory Declaration (provided by CatholicCare Victoria) to declare that: you have not lived overseas for more than 12 months in one country; OR if you have lived overseas for more than 12 months, that you have no criminal history overseas.
- International Police Check (where applicable).
- Right to Work in Australia.

Please note, CatholicCare Victoria will conduct the Police Check/s.

It is the incumbent’s responsibility to maintain a current valid Driver’s Licence, Victorian Working with Children Check and Right to Work in Australia.

The incumbent is required to agree to undertaking a Police Check every three (3) years (or earlier to comply with specific contractual or legislative obligations and requirements).

Signatures

This section is to be signed upon appointment:

Name:	
Signature:	
Date:	

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