



Position Description

Integrated Practice Leader

Position	Integrated Practice Leader
Team	Orange Door
Employment Type	Full Time, Permanent
Hours	76 hours per fortnight
Location	Frankston <i>From time to time the incumbent may be requested to work from, or be based at, other Family Life sites.</i>
Reports To	General Manager Services
Effective Date	January 2019

Overview of Program

The Orange Door is an access services for women, children and young people who are experiencing family violence; and families who need support with the care of children or young people. Clients do not need a referral to access help and support through The Orange Door.

Position Objective

The Integrated Practice Leader will be responsible for driving integrated practice across the Hub and providing practice leadership and expert advice to the Hub workforce on complex cases requiring an integrated or multi-disciplinary approach. The role will build the capability of the Hub workforce to deliver integrated functions and services responding to family violence, child and family vulnerability and functioning, and perpetrator interventions, in line with the Hubs Service Model and Integrated Practice Framework.

Key Responsibilities

The key responsibilities include but are not limited to:

1. Leading integrated practice and facilitating decision making by:
 - Providing secondary case consultation and technical input on complex cases.
 - Working with practice leaders, Hub Team Leaders and Hub practitioners to identify and resolve clinical and practice issues as they arise, including where there are different views within the Hub team.
 - Establishing systems and procedures to guide integrated practice and track progress.
 - Operating with autonomy and accountability in leading integrated clinical practice.
2. Providing specialist and advanced practice leadership and support to practitioners by:
 - Leading, mentoring and developing Hub staff in case practice.
 - Jointly managing a small caseload of complex and/or highly sensitive cases.
 - Co-working with and providing daily support for Team Leaders.
 - Working in partnership with the other Practice Leaders, Team Leaders and other CSO Managers, where appropriate, to foster high quality service.
 - Modelling integrated practice approaches and behaviours integral to ethical practice, including accountability and responsibility for decision making.
 - Promoting evidence based approaches, as well as continuous improvement in professional practice and the delivery of integrated Hub services.
 - Providing practitioners with relevant information and access to systems to support safe and effective practice approaches.
3. Building capability of practitioners to deliver integrated functions and services responding to family violence, perpetrator interventions, and child and family development, and functioning in line with the Hubs Service Model, Integrated Practice Framework and relevant legislative frameworks (including the *Children, Youth and Families Act 2005* and *Child Wellbeing and Safety Act 2005*).
4. Providing sound judgement and authoritative advice on risks, priorities, accountability, and practice matters to the Hub team, and where relevant the Hub Manager and/or Hub relevant Hub governance groups.
5. In partnership with other Practice Leaders, supporting clinical and practice professional development and training of practitioners.

Key Selection Criteria

- Professional clinical experience and relevant tertiary qualification(s) in social work, psychology or a related discipline is essential.
- Eligibility for membership to an appropriate professional Association.
- Demonstrated cross-sectoral expertise in relevant disciplines, including but not limited to; knowledge of the drivers/causes of family violence, child development, attachment and trauma theories.
- Deep understanding of the role of the law and legal system in the context of responding to family violence and vulnerable children and families.
- Demonstrated experience in leading practice within complex service delivery contexts, particularly multi-disciplinary and multi-agency approaches to the provision of services to vulnerable children, families and diverse communities is required.
- Has a clear concept of the culture required to achieve integrated practice and clinical excellence; designs and delivers innovative practices that enhance integrated practice and promote quality clinical standards.
- Expert knowledge and experience working in social services management roles.
- Demonstrated experience in risk assessment and risk management.

The Family Life Way

Our six principles are at the heart of the work that we do at Family Life, they inspire us to achieve the best results for our clients and the communities we serve. The principles exemplify our commitment to support our people to produce quality services and outcomes.

Create Safety



- Safety for Clients and Peers
- Respect, Empowerment & Well-being
- Be Supportive
- Be Kind

Celebrate Difference



- Welcome Diversity
- Celebrate Difference Of Ideas
- All Community Members are Welcome at Family Life
- Share Knowledge and Experiences

Be Bold



- Fail Forward
- Lead By Example
- Ask Why?
- Ask for Feedback and Self-Reflect

Be Real



- Be the Best Version of Yourself
- Admit What You Don't Know
- Have the Hard Conversations, Respectfully
- Be Open and Honest

Dream Big



- Have Stickability - Persistence
- Think differently, Innovatively
- Be Adaptable
- Plan and Prioritise

Embrace Everyone



- Many Voices, One Purpose - To Transform Lives for Stronger Communities
- Collaboration
- Partnerships
- Be Inclusive and Encourage Participation

Additional Information

- Family Life is a youth and child safe organisation. We value, respect, and listen to children and young people.
- All offers of employment are subject to a satisfactory Working with Children Check and Police Records Check.
- Family life operates across multiple sites therefore it is essential that all employees hold a current Driver's License.
- Family Life offers generous Salary packaging benefits.
- All offers of employment at Family Life are subject to a six month probationary period.
- Family Life is committed to providing a safe, healthy and friendly working environment.
- We pride ourselves on being flexible and family-friendly wherever possible for the mutual benefit of employees and the organisation.
- We expect all Family Life employees and volunteers to understand and behave in accordance with our principles, purpose, values and code of conduct.