

Position Description

Cradle to Kinder Practitioner



Position	Cradle to Kinder Practitioner
Team	Infant and Family Team
Employment Type	Fixed Term Contract (until April 2021)
Hours	38 hrs per week
Location	Sandringham/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	Team Leader – Infant and Family Team
Effective Date	October 2020

Overview of Program

The Cradle to Kinder program is a targeted ante- and postnatal support service funded by the Victorian Department of Health and Human Services (DHHS) that provides intensive and long-term support to highly vulnerable young parents and their families. The program provides support to families commencing from before birth and continuing up to the time the child reaches 4 years of age. The service is aimed to support young pregnant mothers (under 25 years) where a report to Child Protection has been received for their unborn child or where there are a number of vulnerabilities and significant concerns about the wellbeing of the unborn child.

Within the target group of vulnerable young mothers, priority access is given to groups who are known to find it difficult to maintain engagement with services. This ensures that parents receive the early parenting support they need during the critical early years of their child's development. The priority groups for the Cradle to Kinder programs are Aboriginal women, women who are or have been in out-of-home care and women with a learning difficulty.

Position Objective

The Cradle to Kinder Practitioner provides intensive, culturally competent, child-centred case management support to vulnerable young families who are referred to the Cradle to Kinder program from pre-birth until the child reaches 4 years of age. This role provides service coordination, case management and ongoing assessment and intervention to young vulnerable families.

The focus of the Cradle to Kinder program is to support parents in being responsive to their child's developmental needs, including their understanding of child development, play and early learning. This position aims to provide parents with education around building healthy and positive attachment with their child. Advocacy and practical assistance is encouraged as needed including availability of service brokerage to ensure infants' health, safety and developmental needs are being met, as well as to build self-resilience through linkages to education, training and employment for parents.

To ensure services are delivered to quality standards, this position is required to comply with relevant legislation and achieve contract requirements.

Key Responsibilities

The key responsibilities include but are not limited to:

1. Managing a high-risk caseload, with complex needs, using trauma informed approaches to practice.
2. Working with families from a care team approach and developing strong working relationships with key agencies including Child Protection and Maternal and Child Health Services
3. Increasing capacity of parents to meet their child's health, safety and developmental needs, and to build self-resilience through linkages to community support, education, training and employment
4. Promoting safety and stability through strong assessment and case plans and application of appropriate risk assessment frameworks.
5. Working effectively with parents from a range of backgrounds including Aboriginal and Torres Strait Islander people, people from CALD backgrounds, people with a disability and young people with a history in out of home care
6. Participating in appropriate in-service training sessions, network and organisation meetings as directed by the Team Leader / Practice Leader.

7. Engaging in regular supervision and critical reflection with the Team Leader and/ or Practice Leader and seeking support from the organisation as required.

Key Selection Criteria

1. Bachelor's degree in Social work, Psychology, Social Science or equivalent with appropriate previous experience in infant, child and family welfare.
2. Demonstrated ability to manage a high-risk caseload, with complex needs, using trauma informed approaches to practice.
3. Excellent knowledge of infant and child development, infant mental health and factors that can impede a child's healthy development
4. Sound understanding of the service system for vulnerable young parents and their children and experience in working with key agencies as part of a care team
5. High level of communication skills and excellent assessment, case noting and administration skills.
6. Experience in working from the Best interest Framework for working with children and young people.
7. Ability to articulate and reflect upon personal and professional values.
8. Ability to promote safety and stability through ongoing application of risk assessment
9. Commitment to meeting the needs of at risk families and children guided by the organisation's whole of family approach and community based model of service delivery.
10. Information technology skills, including proficiency in Microsoft Office suite and client information systems.

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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.



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.