



Position Description

Practice Leader Families & Community

Position	Practice Leader Families & Community
Team	Families & Community
Employment Type	Full Time, Permanent
Hours	38 hrs per week
Location	Sandringham <i>From time to time the incumbent may be requested to work from, or be based at, other Family Life sites.</i>
Reports To	Program Manager Families & Community
Effective Date	April 2021

Overview of Program

The Families and Community program focuses on attachment and development through case management, working with infants, children, young people and their families who have experienced trauma, or other complex vulnerabilities to reach developmental milestones, build parenting skills, or improve relationships. Creating Capable Communities is embedded in this program and focuses on early intervention through community engagement strategies. The teams which fall under Families and Community are: Cradle to Kinder, Community Bubs, Integrated Family Services, School Focused Youth Service and Creating Capable Communities.

Position Objective

Leading, developing and integrating the Families and Community programs across the broader organisation. Ensuring best practice in responding to clients and vulnerable children and supporting practitioners in delivering a quality standard of service response. Ensuring compliance with relevant legislation and contract requirements.

Key Responsibilities

The key responsibilities include but are not limited to:

- Providing clinical supervision, including peer supervision, to Families and Community services practitioners as required, and overseeing case planning, monitoring and reviewing with Families and Community services staff.
- Remaining up to date with evidence based practice models and implementing best practice approaches within Families and Community Services.
- Contributing to the organisational Clinical Practice Framework, policy and procedure updates, promoting best practice and the voice of the clients.
- Participating in complex case panels and reflective practice.
- Working collaboratively with other Practice Leaders across the organisation to ensure key theoretical frameworks are informing practice and embedded in the integrated family services model, including but not limited to; community-centred, strengths based, systems theory, attachment and trauma-informed practice.
- Working in partnership with the Team Leaders, ensuring case management, allocations processes and group work are delivered to the required performance and quality standards.
- Working closely with Team Leaders to ensure streamlined service delivery, appropriate maintenance of caseloads, demand management, integrated practice and cultural competence.
- Participating in the delivery of the organisation's individual, family and group services programs as required.
- Supporting team members in their use of Client Management Systems (CSNet) within relevant Frameworks and monitor the quality of data entry.
- Monitoring of client outcomes and feedback processes to identify emerging need, and ensure compliance with the organisation's Program Planning and Evaluation Framework
- Proactively managing stakeholder relationships as assigned by the Program Manager.

Key Selection Criteria

1. Bachelor qualification in Social Work, Psychology, Community Work, Social Sciences, Human Services or similar.
2. Demonstrated leadership experience leading a team to maintain a high level of performance and innovation.
3. Knowledge of Child, Youth and Families Act 2005, current child protection, family violence and family law systems across State and Federal jurisdictions.
4. Direct experience in risk assessment and management of risk due to family violence.
5. Demonstrated ability to apply systems theory, attachment theory, trauma informed practice, strengths based practices, family inclusive and community based approaches.
6. Experience in providing clinical supervision, training and performance management for practitioners trained in social work, psychology, family law and community development.
7. Ability to work collaboratively within the Families and Community services teams and across other programs, organisations and systems.
8. Commitment to meeting the needs of at-risk families, children and youth, guided by the organisation's whole of family approach and community based model of service delivery.
9. Information technology skills, including proficiency in Microsoft Office, Google suite, video conferencing and client management systems.

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.

<p>Create Safety</p>  <ul style="list-style-type: none"> • Safety for Clients and Peers • Respect, Empowerment & Well-being • Be Supportive • Be Kind 	<p>Celebrate Difference</p>  <ul style="list-style-type: none"> • Welcome Diversity • Celebrate Difference Of Ideas • All Community Members are Welcome at Family Life • Share Knowledge and Experiences 	<p>Be Bold</p>  <ul style="list-style-type: none"> • Fail Forward • Lead By Example • Ask Why? • Ask for Feedback and Self-Reflect
<p>Be Real</p>  <ul style="list-style-type: none"> • Be the Best Version of Yourself • Admit What You Don't Know • Have the Hard Conversations, Respectfully • Be Open and Honest 	<p>Dream Big</p>  <ul style="list-style-type: none"> • Have Stickability - Persistence • Think differently, Innovatively • Be Adaptable • Plan and Prioritise 	<p>Embrace Everyone</p>  <ul style="list-style-type: none"> • 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 that values, respects, and listens 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.
- Family Life prides itself on being flexible and family-friendly wherever possible for the mutual benefit of employees and the organisation.
- Family Life expects all employees and volunteers to understand and behave in accordance with our principles, purpose, values and code of conduct.