

**TANGENTYERE COUNCIL**

**POSITION DESCRIPTION**

Position Title: Child and Family Practitioner - Intensive Family Preservation Service

Division: Child, Family and Kin Division (CFK)

Classification: Level 4/5 (Depending on qualifications/experience)

Job Holder:

Prepared By: Andrew Walder

Date: 24/02/20

Staff reporting to position: - None

1. **Position Summary**

The Intensive Family and Parenting Service (IFPS) program receives referrals both from Territory Families (TF) and from the wider community and provides intensive support to families with children aged 0-18 residing in the Alice Springs region across the broad social work spectrum.

Working from a strengths based perspective, the Child and Family Practitioner will provide focused and purposeful intensive support to families on their caseload, working alongside them to address safety concerns and risk factors in order to ensure the family stays together. The Child and Family Practitioner will collaborate with the family and other stakeholders to develop and implement a case plan aimed at addressing barriers to change, and use strong case management skills to support the family to build their capacity to care for their children through the provision of significant outreach support and advocacy.

The CFK IFPS has a very strong commitment to cultural safety in its practice. This position reports to the IFPS Coordinator and is supported with professional supervision.

1. **Responsibilities**
2. Be available to family immediately at time of referral allocation in order to build rapport and address immediate safety concerns. Develop positive and meaningful working relationships with all families on caseload.
3. Develop case in line with goals identified by family members and other stakeholders. Work alongside family to meet goals as outlined in the Plan and ensure timely review.
4. Provide tailored intensive, focussed and purposeful case work support including advocacy to families on case load. Work flexibly and responsively, increasing levels of support at times of crisis, and anticipate when such times are likely to occur.
5. Maintain confidentiality for families and ensure information sharing is in line with protocols.
6. Co-ordinate a range of appropriate interagency support services as identified in the case plan to ensure support is delivered in an effective and timely manner.
7. Drawing on existing strengths, build parent/carer capacity in skills, knowledge and understanding around care provision. Identify and challenge barriers that may be inhibiting parents from achieving their goals.
8. Develop and maintain relationships with extended family members to ensure early identification of possible alternative placements for children as necessary.
9. Work toward sustainable and self-directed change with families. Undertake comprehensive transition planning to assist the family to maintain positive change with less intensive support.
10. **Major Accountabilities**

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| **ACCOUNTABILITIES** | **PERFORMANCE INDICATORS** |
| 1. 1. Deliver high quality intensive casework support to families identified by child protection as being at high to very high risk of having their child removed from their care due to ongoing safety concerns. | * Casework initiated as soon as referral is allocated - initial rapport built with family. Strong positive working relationships built over time with families that are purposeful and focussed and responsive to needs of the family * Case plan developed with family and other stakeholders and preceding casework focussed on goals * Casework interventions are timely, focussed and tailored to the needs of the family. Risk and safety factors are addressed and changes made are sustainable * Advocacy and referral to internal and/or external services made as appropriate. * Capacity built in parents/caregivers around parenting skills and knowledge * Skilful time management and ability to prioritise tasks. Service provision to families is equitable * Ability to respond and provide support in crisis situations, conflict resolution skills. * Actively participate in weekly team meetings and fortnightly supervision. |
| 1. Support families to collaborate with informal supports, service providers and statutory agencies, including appropriate referrals. | * Parenting information discussed and worked on with families. * Family support offered across a broad range of issues. * Understanding of other services within the sector. * Appropriate referrals to other services. * Interagency meetings with internal/external providers including TF coordinated in order to maximise joined up support for families * Development of a strong working relationship with Territory Families, service providers and schools. * Attendance and coordination of interagency meetings, relevant events and forums. |
| 1. Documentation, record keeping and reporting as required. | * Clear and concise case notes completed in timely fashion. * Working together with families and TF to develop and regularly review Family Preservation Plans. * Data recorded and maintained as required, including weekly hours with families. * Confidentiality respected with all families. |
| 1. Ensure compliance with statutory requirements and A2E operational objectives. | * Compliance with all statutes and legislation. * Undergo relevant training. * Utilise supervision sessions to discuss case work, concerns & practice issues as they arise. * Programs compliant with Tangentyere Council’s Strategic Plan. |
| 1. Other duties as required. | * Work as a team to provide a safe and collaborative environment. |

1. **Relationships**

**Internal**

* IFPS Co-ordinator
* Other IFPS staff
* Child, Family and Kin Manager
* Other Child, Family and Kin Staff
* Social Services, e.g. Night Patrol, Tenancy Support, Men’s Behaviour Change
* Reception
* Human Resources
* Finance

**External**

* Territory Families
* Central Australian Aboriginal Congress services
* Department of Education
* Schools
* NGOs
* Police
* Legal Aid
* Department of Justice

1. **Core Competencies**

Tangentyere Core Competencies

* Commitment
* Teamwork
* Communication
* OHS
* Cultural Awareness

1. **Qualifications and Selection Criteria**
2. Qualification in Social Work, Diploma in Early Childhood, Health, or Child Youth and Family Intervention or other equivalent qualification and relevant experience in working with families and their children.
3. Demonstrated case management experience in child and family services sector or equivalent and an understanding of current legislation.
4. Strong commitment to cultural safety in practice.
5. Strong interagency skills in supporting and developing collaborative networks that enhance the opportunities for children and parents/carers.
6. An understanding of contemporary social justice issues facing town camp communities and urban residents in Alice Springs.
7. Ability to work individually and as part of a team, including working collaboratively and using advocacy skills where required.
8. Sound communication skills and ability to develop rapport with young people, family members and key stakeholders (internal and external).
9. Knowledge and understanding of the impact of trauma, abuse, neglect, AOD usage, DV and family violence and associated risks for children and young people
10. An understanding of family centred, child focused practice and strengths based framework and how this is integrated into case work with families.
11. Experience in using Microsoft Word, email and electronic databases.
12. NT driver’s licence, Police Check, Ochre Card, Fist Aid Certificate.
13. **Verification**

**This section verifies that the position holder and the manager have read the attached position description and are satisfied that it accurately describes the position.**

**Position Holder: Name:**

**Date Effective:**

**Signature:**

**Manager: Name:**

**Date Effective:**