

Position Description

Position	Senior Placement Support Worker – Kinship Care
Program	Kinship Care Service
Status	.8 EFT Parental Leave
Location	Bethany Locations – Geelong
Tenure	Parental leave - Contract One Year
Date	January 2019

About Bethany

Bethany is a vibrant community service organisation based in Victoria that provides a broad range of prevention, intervention, support and educational services to children, young people, families and individuals.

Our Vision

To be a recognised leader in providing services that work in new ways to support children, families and individuals to be the best they can, develop secure relationships and participate in their community.

Our Values

- *Courage* *We take action and stand up for what we believe*
- *Respect* *We value people and build on their strengths*
- *Integrity* *We are open, fair and just in everything we do*
- *Innovation* *We develop new ways of working to make a difference*
- *Collaboration* *We work together to improve outcomes*

Bethany’s Statement of Commitment to Child Safety

Bethany is committed to providing a child safe environment. We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities. We are committed to the cultural safety of all children including Aboriginal children, children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

Position Objectives

The Kinship Care Placement Support Case Worker role is responsible for providing support for children and young people placed with kith and kin by the Department of Health and Human Services by:

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- working collaboratively with children, young people, extended families and professionals to establish and maintain kinship care placements, and
- providing a range of information, education, referral and support activities to kinship carers in Geelong, Surf coast, Colac and Corangamite areas

The Kinship Care Placement Support Case Worker is part of the Kinship Care team, which is located within the Child and Family Services Division and reports directly to the Team Leader – Kinship Care Services/Refugee Minor Program. The Kinship Care Service provides outreach to the COGG, Borough of Queenscliff, Surf Coast, Colac and Corangamite Local Government areas.

Bethany Community Support Kinship Care Service provides three service areas:

- Kinship Information and Advice Service
- Kinship First Supports Service
- Kinship Placement Support Service for Case Contracted Kinship clients.

The primary aim of Kinship Information and Advice Service is to deliver the three required responses of community information dissemination, brief contact work and group work.

The overall goal of Kinship Care First Supports service is to provide statutory kinship care placements the best possible start and to encourage them to become self-managing within the first six months of establishment, to enable the minimum level of ongoing professional intervention from the formal service system.

The Kinship Care Service also provides ongoing support and case contracted case management for long term kinship care placements that are arranged for the most vulnerable children, as a result of Child Protection involvement. These placements are monitored and supported to ensure they meet each child’s ongoing safety, stability and developmental needs, whilst also ensuring that case contracted case management obligations are met.

The program operates under the Child Youth and Families Act (2005), the (DHS) Best Interests Case Practice Model and the Looking After Children (LAC) framework. Practice is also underpinned by the principles of family led decision making, family inclusive practice, integrated and collaborative practice, with a primary goal of enabling family self management.

Organisational Relationships

Supervisor	Team Leader Kinship Care
Direct Reports	No direct reports
External Liaisons	Department of Health and Human Services

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Capability Framework

- Demonstrates commitment to social justice and social inclusion and advocates for clients to achieve positive change.
- Maintains a positive approach to change and adapts to new or different ways of working.
- Demonstrates appropriate interpersonal skills, actively participates in all aspects of the role, supports colleagues and values diversity in the team.
- Models and promotes organisational values including self awareness, self management and social awareness in communications, problem solving and conflict resolution and promotes Code of Conduct.
- Is aware of relevant legislation and ensures compliance in work practices.
- Openly shares information, participates and contributes to the team to improve client outcomes.
- Shows initiative and looks for ways to work more dynamically.
- Contributes to the development of processes and systems to improve quality of service.
- Utilises formal and informal networks to achieve client outcomes.
- Works with colleagues to enact team plan and understands own role in achieving organisational mission.

Personal Attributes

- Advocates and champions to achieve positive change
- Leads a culture of respectful relationships and behaviour across the organisation.
- Is truthful and ethical and leads and reinforces expected standards of behaviour at all times.
- Generates ideas and solutions and takes advantage of new and emerging opportunities
- Creates and sustains dynamic and productive relationships to maximise outcomes.

Key Responsibilities

- Understanding and knowledge of;
 - issues relating to the placement of children in alternative placement contexts and key themes for kinship care arrangements
 - theories and frameworks of child development, attachment, trauma, loss and grief and permanency planning principles
 - the relationship between resilience, risk factors and protective factors
 - the Best Interest Case Practice Model, family decision making principles, strengths based, child centred and family focused approaches
- Work collaboratively with children, their families, the community and other professional to ensure the best interests of the children are being met

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- Provide placement support to First Supports clients, and case contracted support or long term contracted case management, including the utilisation of Looking After Children (LAC), facilitating family meetings and family decision making processes that ensure optimal available supports are identified and linked in for the kinship carers
- Assist kinship carers to;
 - resolve issues impacting on carer's capacity to meet children's ongoing safety, stability and development needs
 - become self-managing with minimal need for ongoing professional involvement as soon as possible.
 - (in collaboration with Child Protection) to assume guardianship either by utilising appropriate Family Law options or seeking a Permanent Care Order in the Children's Court, including undertaking permanent care assessments
- Work respectfully with all children, young people and families to ensure that services provided are culturally appropriate
- Liaise with DHHS Child Protection and build links with other relevant services that are required to support each kinship family
- Participate in group work and training for kinship carers as required
- Actively participate in regular informal and formal supervision and annual performance appraisal with the Team Leader
- Support and participate in the agency's continuous quality improvement process
- Work collaboratively with volunteers toward achieving family goals and provide case specific supervision to the volunteers.
- Make an active commitment to the development and maintenance of a cohesive team and participate in team and agency meetings, staff development and team planning
- Participation in cross program collaboration and service delivery
- Participate in roster for the provision of the After Hours On-Call support to kinship care placements
- Meet the reporting requirements of the program using CRIS/SP and including LAC
- Operate with in the legislative requirements of Child Safety and Children Youth and Families Acts (CYFA) 2005
- Operate within the agency's policies, procedures and guidelines
- Perform other duties/tasks appropriate to the position and in conjunction with the implementation of the Children Youth and Families Act 2005
- Higher /other duties as required
- Support and participate in the Agency's continuous quality improvement process.
- Other duties as required.

Key Selection Criteria

Essential

1. A relevant tertiary qualification in social work, psychology, Early Childhood Specialist and/or related behavioural sciences at degree level or diploma level.

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2. Current full Victorian Driver's Licence
3. A satisfactory criminal records check and Working With Children Check
4. Demonstrated skills in case management using client centered and strength based approaches

Desirable

5. Demonstrated knowledge of child development, attachment and trauma theories, and their effective application.
6. Demonstrated understanding of the issues confronting kinship carers, birth parents, children and young people placed in kinship care
7. Demonstrated ability and experience in working with children and families in any of the following – Out of Home Care, Kinship Care, Child Protection or a relevant Child and Family Support Service.
8. A working knowledge of child protection legislation and practice in Victoria
9. The ability to work as part of a team and the capacity to work flexible hours according to casework demands
10. Highly developed verbal communication skills, experience in effective problem solving, dispute resolution, and advocacy for clients.
11. Highly developed written skills, including report writing, case notes and the use of a range of electronic data systems.
12. Demonstrated understanding and commitment to working effectively with Aboriginal children, families and communities.

Conditions and Remuneration

Salary	This position is classified as an award payment on the Social Community HomeCare and Disability Services Award 2010, Social and Community Services Employee, Level 6, Pay Point 1-3. Salary range is \$81,532 to \$85,259 pro-rata. In addition, the package also includes salary sacrifice as per government legislation.
Ordinary Hours	Hours of work will be between Monday to Friday, to be worked between agency hours of 8am to 7pm.
Status	Part time 0.8 EFT one year parental leave
Conditions	Other conditions of employment as per the Bethany Enterprise Agreement.
Qualifying Period	This position is subject to a minimum employment period (6 months qualifying) during which time the employee's suitability for ongoing employment will be assessed.

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Travel	Travel will be required to other Bethany offices and across the Barwon South West region and other locations.
Physical Requirements	<ul style="list-style-type: none"> ▪ Sit at a computer or in meetings for extended periods - Daily ▪ Work in an open plan office - Daily ▪ Work on call or after hours - Regular ▪ Driving - Daily ▪ Outreach home visits - Daily
Mandatory Requirements	<ul style="list-style-type: none"> ▪ Satisfactory Police Check ▪ Current employee Working with Children Check ▪ Current Drivers Licence ▪ All employees are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process.
Right to work in Australia	You must either be an Australian citizen; or have permanent residence status; or an appropriate visa issued by the Department of Immigration and Citizenship that entitles the employee to work in Australia.

Further Information

Contact	Michelle Cameron - Team Leader Kinship Care and Refugee Minor Program
Phone or Email	(03) 5278 8122 or mcameron@bethany.org.au

Applications

Applications	To apply visit our website www.bethany.org.au . Applications will need to include cover letter, resume and letter addressing the key selection criteria.
Closing Date	5pm Monday 11 February 2019.