

Position Description



Job title	Senior Case Worker, IFS
Department	Strengthening Families
Reports to	Specialist Team Leader
Date prepared/reviewed	January 2021
Location	Multiple Uniting WA sites
Position Details	Full Time

Our purpose is to inspire people, enliven communities and confront injustice. We address the causes of vulnerability and disadvantage, stand for a just society and support individuals and communities to be valued and connected.

Position Objective

Brief summary of position's purpose.

Provides intensive in-home family support services to families currently working with the Department of Communities (CPFS) who require support to improve family wellbeing and keep their children safely at home or support reunification of children.

Values and Associated Behaviours

Uniting's Values and Behaviours which inform the job holder's decisions and actions.

- **Imaginative** – We challenge convention, explore new possibilities and dare to dream for a better future
- **Respectful** – We act with honesty and integrity, and open our hearts to all people without exception
- **Compassionate** – We are nurturing, generous and thoughtful in our words and deeds
- **Bold** – We face injustice head on and stand up for what is right and true with confidence and strength.

Additionally, the role will:

- Respectfully work within the Christian ethos of the Uniting Church
- Works in a way that is consistent with Uniting WA's leadership expectations
- Operate ethically and enhance the integrity of the organisation.

Key Responsibilities

These represent the key outputs of the job, the job's deliverables. They are not specific activities in themselves. These form the basis of the objectives and measurements set for the job holder under the Uniting Performance Management System annually.

- The delivery of non-statutory outreach work to families and children who have been identified as at risk (by the Department of Communities)
- Develop and negotiate client focused case plans and change strategies in consultation with clients, referring bodies and other service providers
- Effectively provide a range of interventions for families referred with the ultimate goal of supporting families to build a safe environment to enable children to return home or stay safe at home
- Soundly manage complex and difficult child protection cases with appropriate levels of supervision
- The ability to work cross culturally with CALD, Aboriginal and Non-Aboriginal families and an understanding of the different needs that may be experienced by all families engaged with Intensive Family Support Program
- Development of programme and agency policies and professional practice
- Participate in professional development, supervision, cultural supervision and leadership and team activities such as team meetings
- Build and maintain proactive relationships with key stakeholders and partner agencies within the sector
- Represent and promote the programme and agency, according to Uniting mission, vision and values
- Provide monthly updates and communication with Department of Communities and other services
- Maintain client and agency documentation in accordance with agency procedures
- Ensure all safety considerations are a priority in all work undertaken by staff and contractors
- All other duties as required.

Standard Key Responsibilities (for all Uniting staff)

- To operate within delegated authority and comply with legal, regulatory obligations and requirements of our internal policies and procedures
- Identify and deal (manage and monitor) with risks associated with Uniting
- Compliance with the values and associated behaviours of Uniting
- Compliance with the policies and procedures of Uniting including statutory policies
- Completion of any training and associated assessments identified as a requirement of the position

Competencies

The knowledge and soft skill requirements necessary for this position.

- Experience working with children, young people and families who have been engaged with the child protection and out of home care system
- Proven ability to coordinate, plan and facilitate case management and service delivery to families that are difficult to engage, and are experiencing multiple vulnerabilities
- Strong working knowledge of strengths-based practice, child development, attachment, trauma theory, Aboriginal Culture and parenting practices and how these relate to children, young people and their families who are engaged with the child protection, and/or out of home care system.
- Willing to engage and develop collaborative proactive relationships across the sector, particularly with the Department of Communities
- Experience in all areas of communication including preparation of written documents and reports, chairing and leading meetings, resolving conflict, and actively engaging with people of varying ages and backgrounds

- Experience in administrative skills including computer literacy, capacity to manage and maintain an accurate diary, capacity to maintain case files and statistical data as required
- Willingness to engage and develop skills in working with non-indigenous, Aboriginal and CALD families
- Understanding and adherence of agency OS&H issues and procedures and a proactive approach to identifying workplace hazards

Qualifications

Education, experience and technical skills required for this position.

- Current Driver's Licence
- Current National Police Clearance
- Current Working with Children Check
- A minimum 3-year university degree in a relevant discipline, coupled with professional experience and skills that are linked to the key competencies of the role.
- Experience in a similar type role
- Case management experience

Additional Information

Any additional information that would be helpful to someone trying to understand the nature, scope or purpose of the position.

This role is required to engage with a number of external parties including:

- Carers/Parents/Children
- Department of Communities (CPFS)
- External agencies
- Community
- Aboriginal networks and partnerships