

Child & Family Practitioner Family Therapist

Position

This position is within Child & Family. It is part of the Family Functioning Therapy –Child Welfare

This position reports to the Team Leader

Reporting line may vary depending on location and service size

This position does not have any direct reports This position may have direct reports, positions vary

This position has the following direct reports:

This position is designated Band 7 under the *Schedule of Authorities and Delegations*

This position is a budget holder This position has designated revenue targets

This position is an Aboriginal & Torres Strait Islander identified position

This position does require a working with children related clearance

Purpose

The purpose of this position is to apply a Functional Family Therapy – Child Wellbeing framework to provide intensive clinical therapeutic treatments within a child protection context, to address underlying causes of drug and alcohol abuse, mental illness and domestic violence that results in harm to children, young people and families. The aim is to achieve sustained behavioural change in families, reducing referral to out of home care, keeping families together, preventing re-abuse and neglect, reducing mental health difficulties and increasing connection to natural social supports. There is a particular, although not exclusive focus on supporting aboriginal families through the program. Program model adherence is crucial to the success of this program.

Focus

To achieve this purpose, the position holder would typically:

- Work intensively with a range of designated clients with high risk and complex needs to provide family therapy and child protection intervention using a relational focus between family members. There is an emphasis on home and/or community based interventions. Practitioners may work with individuals, or multiple stakeholders relating to the individual and/or family.
- Engage and motivate young people and families to be a part of a change process by decreasing family conflict and blame and increasing their hope about the possibility for change. This enables later phases of the Functional Family Therapy – Child Welfare model to be implemented.
- Undertake comprehensive assessments to understand underlying causes of harm in the family and develop, implement, monitor and review clinical therapeutic treatments and interventions that identify strengths as well as areas of risk, ensuring families are actively engaged in the process and demonstrate consistency with the Analytic Process.
- Deliver a range of treatment services including for post-traumatic stress, family therapy, communication and problem solving, anger management, and work with people to support them in changing patterns of substance use.
- Deliver case management services to assist clients with housing, employments and other needs identified as being held by children, young people and or adults in the family. Ensure case plans are shared openly with clients, where appropriate and where applicable, other agencies.
- Develop contact/session frequency schedules and session plans that meet the needs of the family and comply with support requirements under the FFT-CW model.
- Coordinate with other service providers including government departments and agencies, schools, health services, GP's and allied health providers, as required.
- Participate in all model program training, supervision and consultation activities, including weekly peer supervision, consultation, and individual supervision

- Document and create reports on client services and client changes using technology and paper based systems in a clear, logical, understandable and timely way.
- Advise the Team Leader of any significant changes or concerns regarding the client, their home environment, wellbeing, their services, or other risks, as soon as possible.
- Make child protection reports to the community services helpline when assessed as necessary, in consultation with the Team Leader or Manager.
- Document work hours, kilometres travelled, reimbursements and other employee records in the timeframes required.

When things are going well we would expect to see these outcomes:

Outcomes

- The way we work with families is effective and appropriate interventions aligned to a strengths based framework are utilised
- The way we work with families is planned, coordinated, and well documented
- The most effective outcome for the family is identified
- Families indicate they are satisfied with their service
- Improved outcomes for children and families are identified as an outcome of service delivery

We work collaboratively with others, however this position works close closely with:

Relationships

Within The Benevolent Society:

- Other Child & Family Practitioners and Senior Practitioners
- Manager, Practice Support
- Manager

Outside The Benevolent Society:

- Clients and the community
- Other service providers and agencies
- Wrap around services such as schools, allied health

To achieve the position purpose and outcomes the position holder will need to have:

Individual

- Degree qualified in social work, psychology or similar
- At least 3 years case management experience working with high risk children, young people and/or families in a child protection focused role, including experience undertaking comprehensive assessments
- Excellent understanding of child protection issues and client vulnerabilities such as drug and alcohol use, domestic violence, mental health issues, and the impact of trauma and the effect on child behaviour and development
- Thorough understanding of current evidence based practice and models of intervention for working with children, young people and families; with a particular focus on clinical therapeutic interventions. **Full training on the model and services is provided as part of the program implementation.**
- Understanding of the needs of diverse communities, in particular Aboriginal and Torres Strait Islander communities
- Strong attention to detail and focus on collecting data to enable evidence based practice to be evaluated.
- Good computer literacy, written and verbal communication skills.
- Good relationship building skills with the ability to create strong working relationships with different stakeholders
- A commitment to continuous improvement informed by data obtained during the life of the program.
- Ability to work flexible hours as evening and weekend work will be required

Travel	This position may require some flexibility in terms of travel or hours of work:
	<input checked="" type="checkbox"/> Overnight travel/stays may be required
	<input checked="" type="checkbox"/> Some weekend work may be required
	<input checked="" type="checkbox"/> Some evening work may be required
	<input checked="" type="checkbox"/> Travel between office locations/regions may be required
	<input checked="" type="checkbox"/> Travel to clients (varied locations) may be required
	<input checked="" type="checkbox"/> Use of own registered, insured motor vehicle for business purposes may be required
<input checked="" type="checkbox"/> Use of TBS pool cars may be required	
All of us might need to travel occasionally to attend learning opportunities, meetings or other key events.	

Context	Those with knowledge of this position say the things that might make your day are:
	<ul style="list-style-type: none"> • Being able to positively influence a client's future • Being able to advocate for the needs of a client • Working with the team to get a comprehensive view and reach better outcomes • Reflecting on positive feedback when suggestions have been helpful
	Those with knowledge of this position say some key challenges you might experience are:
	<ul style="list-style-type: none"> • Potentially serious consequences of decision making and its impact on children, young people and families • Ensuring self care to prevent burn out • Managing competing priorities and needs of stakeholders • Home visiting when there are risk associated with the visit and ensuring strategies are in place to ensure safety

Approvals	Approver	Director, Human Resources	Date: 12 April 2017	Position Code: CFS017
	Review history	V1.0 Release		
	Advertising	Social work/er, child protection, case manager		
	This Position Profile is not intended as an exhaustive description of the position, accountabilities or associated duties. The Benevolent Society may alter or adjust this Position Profile at any time.			