

Senior Practitioner Foster care recruitment & development

This position is within Child & Family. It is part of various child and family services teams.

Position

- 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 carry a reduced caseload of more complex cases commensurate with the Senior Practitioner role and provide support and mentoring for Child and Family Practitioners in the Foster Carer Recruitment and Development Team. The Senior Practitioner will assist the Team Leader to build team capability to ensure the delivery of rigorous assessments and development of quality interventions for Carers who require additional support. The Senior Practitioner will also contribute to the overall team objective to build and strengthen our pool of committed foster carers through the creation of positive engagement experiences, evidence based assessment, coaching, and training.

Focus

To achieve this purpose, the position holder would typically:

- To be responsible for a small caseload of more complex assessments, reviews and Carer Development cases.
- Coach, advise and provide on the job support to Child & Family Practitioners to develop their practice skills and knowledge to improve client outcomes.
- Support Foster Carer Recruitment and Development Practitioners with the management of more complex assessments and discussions.
- Support the Manager, Practice Support and Team Leaders with the on-boarding of new team members as it relates to practice. Contribute to program outcomes and continuous improvement through the development of program procedures, training packages and other resources
- Participate in the Fostering Young Lives Carer Authorisation Panel
- Deliver training to prospective carers to ensure they have the tools they need to provide safe and nurturing homes for children and young people
- Provide intensive time framed support, training and development to current authorised carers and work with the Child and Family Practitioners within the Operations Team to ensure carers are supported in their role
- Liaise with Media and Marketing and coordinate foster carer recruitment activities to ensure that the awareness for the need for all types of Foster Carers is raised within the general community. Develop brand and core messages to reach desired audience.
- Maintain accurate and relevant records for data collection, reporting and information sharing
- Coordinate student placements and experiences within the Foster Carer Recruitment and Development Team
- Advise the Team Leader of any performance concerns regarding for assistance in resolving. Formal performance processes will be managed by the Team Leader.
- Document work hours, kilometres travelled, reimbursements and other employee records in the timeframes

Outcomes	When things are going well we would expect to see these outcomes:	
	<ul style="list-style-type: none"> • Carers have the knowledge and skills they need to provide safe and nurturing homes for children and young people • High quality foster carers are identified and authorised • Team members have improved confidence in their capability to apply assessment tools and deliver training packages • Team members feel supported when undertaking complex assessments and having difficult conversations • Processes and frameworks are well understood within the team 	

Relationships	We work collaboratively with others, however this position works close closely with:	
	Within The Benevolent Society:	Outside The Benevolent Society:
	<ul style="list-style-type: none"> • Child & Family Practitioners • Senior Practitioners • Team Leaders • Practice Support 	<ul style="list-style-type: none"> • Prospective Carers • Foster and kinship carers • Other service providers and agencies • Community members

Individual	To achieve the position purpose and outcomes the position holder will need to have:	
	<ul style="list-style-type: none"> • Degree qualified in social work, psychology or other relevant degree • At least 5 years' experience in an area relating to the service and/or area of specialisation, where this experience would substantially contribute to success in the role • Demonstrated experience working with children 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 • Understanding of the needs of diverse communities such as Aboriginal and Torres Strait Islander, culturally and linguistically diverse (CALD), and gay, lesbian, bisexual, transgender and intersex (LGBTI) communities • Good written and verbal communication skills, including excellent report writing skills • Strong ability to analyse information, guided by approved frameworks • Good relationship building skills with the ability to create strong working relationships • Ability to work flexible hours as evening and weekend work will be required • Ability to coach, mentor, and collaborate with a range of colleagues to build understanding and knowledge and improve outcomes for clients, with the ability to adapt approach for the audience and encourage reflective practice • A commitment to own learning and development with a view to sharing learnings with the team • 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	<p>Those with knowledge of this position say the things that might make your day are:</p> <ul style="list-style-type: none"> • Recruiting new foster carers and seeing safe, stable relationships developing with the children and young people in their care • Supporting Carers to manage the challenges of caring for children who have experienced trauma • Seeing team members build their skills and confidence and achieve better outcomes for clients
	<p>Those with knowledge of this position say some key challenges you might experience are:</p> <ul style="list-style-type: none"> • Potentially serious consequences of decision making and its impact • Having difficult conversations with people about their suitability to become Carers • Being on the road a lot to visit Carers throughout Sydney

Approvals	<p>Approver Director, Human Resources Date: 23 September 2019 Position Code:</p>
	<p>Review history V1.0 Release</p>
	<p>Advertising Senior case manager, senior social worker, senior counsellor</p> <p>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.</p>