

Senior Practitioner

Department for Child Protection

OFFICIAL

*Nurturing happy, healthy kids so they
can grow up safe and reach their full potential.*

CLASSIFICATION:

AHP2

REPORTS TO:

Supervisor, Multicultural Services

ROLES REPORTING TO THIS ROLE:

Nil

DIRECTORATE:

Central Region

FTE:

1.0

ABOUT THIS ROLE:

The Senior Practitioner is a role within the Department for Child Protection (DCP) and is accountable to the Supervisor, Multicultural Services, for enhancing Social Worker capacity and principles of social work practice by providing support and practice expertise, fostering good working and reporting relationships whilst providing consultation, advice and training to DCP, Government and non-government agencies and workers, including practice development of workers and quality assurance through providing advice on improvements to service delivery. The role is responsible for promoting the programs of the department and assisting in the further development of social work knowledge and practice.

YOU WILL BE ADDING VALUE BY:

1. Enhance Social Worker/ Case Manager capacity and principles of social work/case management practice by providing support and practice expertise.
2. Provide cultural consultation and support to Department for Child Protection (DCP) staff on cases involving children and families from culturally and linguistically diverse (CALD) backgrounds communities.
3. Engage in practices that build and support a culturally competent workplace by utilising culturally relevant assessments, tools and resources, interventions and processes specific to your practice area.
4. Develop creative and culturally appropriate plans and methods for DCP staff to engage and support families from CALD community.
5. Contribute to the development of technical competence of Social Workers by providing professional/clinical supervision, support and oversight of AHP1 staff in the Multicultural Services team.
6. Assist Social Workers in planning and preparing of complex case conferences, assessment panels, court hearings and reports.
7. Contribute to policy and research by actively fostering and participating in policy development on welfare issues.
8. Promote and develop good working and reporting relationships whilst providing consultation, advice and training to DCP, Government and non-government agencies and workers.
9. Maintain/manage information about children and their families by inputting information/data into the C3MS system, keeping case files well organised, up to date and be able to provide concise and accurate information about a child's circumstances.
10. Collect statistical data to evaluate, report on and review the effectiveness of culturally inclusive practice, cultural support plans and cultural competence training.
11. Undertake regular reviews of cases to ensure that effective plans are in place and appropriate case management is occurring.
12. Provide professional guidance/direction on very complex cases involving CALD clients.
13. Contribute to events and activities including Refugee week, Youth Week, Harmony Day, Carers Week, Child Protection Week and culturally specific days.
14. Utilise Solutions Base Casework approach and evidence-based research to inform sound case management and culturally inclusive practice.
15. Take action and provide services that are inclusive of Aboriginal people and people from culturally and linguistically diverse backgrounds as well as engaging in learning about other cultures to better establish relationships and improve services.
16. Any other responsibilities in line with the classification level of the role as assigned by Line Manager and/or the Department. The responsibilities as specified above may be altered in accordance with the changing requirements of the role.
17. Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards, and injuries in accordance with DCP policy & procedure and cooperating and complying with reasonable instructions of DCP line management and WHS Officers.



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Department for Child Protection

WHO YOU WILL WORK WITH:**Internal**

- Supervisor, Multicultural Services (line manager)
- Staff within the unit and across DCP

External

- Relevant State and Commonwealth government agencies and non-government organisations within the refugee sector
- Communities of culturally and linguistically diverse (CALD) backgrounds

QUALIFICATIONS

Essential: A degree level qualification in Social Work which gives eligibility for full membership of the Australian Association of Social Workers.

Persons of Australian Aboriginal or Torres Strait Islander descent, who have the appropriate background and skills but do not have the essential qualification, may apply for and be engaged/assigned to the role of Social Worker and will be entitled to apply for any Allied Health Professional roles requiring a qualification in Social Work within the Department for Child Protection.

YOUR CAPABILITIES:

- Demonstrated ability to provide services that are inclusive of Aboriginal people and people from CALD backgrounds as well as engaging in learning about other cultures to better establish relationships and improve services.
- Ability to identify the factors that impact upon family effectiveness in situations where child safety is a key concern and work with families to support the safe care of their children.
- Demonstrated ability to support staff to identify and develop Cultural Support Plan for CALD clients within the legislative framework and duty of care requirements.
- Demonstrated ability to apply culturally sensitive child protection practice for communities which are culturally and linguistically diverse.
- Demonstrated ability to develop and maintain strong working relationships with people both within government, non-government sector and community.
- Demonstrated ability to provide professional guidance and direction on very complex cases.
- Proven ability to comply with relevant legislative requirements.
- Capacity to provide written and verbal reports which are concise, informative and based on an analysis of evidence gathered - this includes being a witness in court proceedings.
- Ability to lead and manage learning and development opportunities as required.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment.



OUR COLLECTIVE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Understand and follow the requirements of confidentiality within the *Children and Young People (Safety) Act 2017*, and whole of government and DCP policies, procedures and practice guidance to facilitate appropriate standards of confidentiality and information sharing practice.
- Actively participate in performance development processes.
- Comply with reporting obligations arising from legislation, professional conduct standards including the Code of Ethics for the South Australian Public Sector, and departmental policies, procedures and practice guidance.
- Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.
- Actively contribute to Reconciliation, and to the aims and objectives of the Aboriginal & Torres Strait Islander Child Placement Principle.
- Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.
- Maintain the Program Standards of White Ribbon Reaccreditation.
- Actively support DCP's commitment to ensuring a workplace culture that is respectful, safe and inclusive where our employees are free from discrimination and are recognised for the individual and collective skills and perspectives that they bring by virtue of culture, race, gender, disability, age, sexual orientation, gender identity, intersex status and other differences.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.

SPECIAL CONDITIONS

- You must have, or gain, a current Department of Human Services working with children check prior to being employed and renew this every five years before expiry.
- You must be an Australian resident or provide evidence that you have a current work permit.
- You will need to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Supervisor, Multicultural Services.
- Employees may be required to provide professional/clinical supervision to Social Work students on observational placements and to work experience students.
- Will be required to undertake physical aspects of child management including lifting and carrying babies or small children.
- You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.
- Some out-of-hours work may be required.
- Some intra/interstate travel (including in small aircraft) including overnight stay may be required.
- Hold a current Australian driver's licence and a willingness to drive is essential.



YOU WILL CONTRIBUTE TO



OUR VISION is for all children and young people to grow up safe, healthy, connected and feeling loved so they reach their full potential.



OUR PURPOSE: The Department for Child Protection protects, cares for and empowers children and young people at risk and in care. We do this by working together with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their full potential.



Leaders in practice excellence

Staff in all parts of child protection develop and use best practice in their work to deliver improved outcomes for children, young people, carers, and families.



Closing the Gap

We commit to a transformed child protection system that makes active efforts and where Aboriginal people and communities are empowered to lead decision making about the care and wellbeing of Aboriginal children and young people.



A child protection system that meets the needs of children and young people

We commission and deliver services based on a deep understanding of the needs of children and young people in care and our aspirations for them to heal from trauma and reach their full potential.



A thriving workforce

We are future focused in our workforce strategy, supporting and valuing our staff, proactively recruiting, and establishing sustainable systems, processes and workplaces that enable us to be highly effective.



Active and collaborative partnerships

We work together with our service partners and alongside the community to improve outcomes for children, young people, carers, and families.



Working alongside carers

We respect and value carers as vital partners in keeping children and young people safe and well.



Quality services and safeguarding

We are accountable and transparent, and pursue continuous improvements to promote the safety and wellbeing of children and young people throughout the services we fund and provide.

CERTIFIED CORRECT OCTOBER 2026



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