

Practice Leader

Department for Child Protection

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

CLASSIFICATION:	AHP4	DIRECTORATE:	Multiple
REPORTS TO:	Office Manager	FTE:	1.0
ROLES REPORTING TO THIS ROLE:	Nil		

ABOUT THIS ROLE:

The Practice Leader is a role within the Department for Child Protection (DCP) and is accountable to the Office Manager for providing practice leadership for Office staff. The Practice Leader will share their expert social work knowledge and drive practice excellence to achieve improved outcomes for children and young people, their families and carers. The Practice Leader will work closely with the Office Manager and Supervisors and will monitor practice quality within the Office, identify practice issues and develop and implement quality improvement strategies. The role will inform and contribute to DCP policy and program development as it relates to practice quality and best practice standards and provide expert practice advice to inform strategic planning across DCP. The Practice Leader role operates as part of an integrated DCP approach to supporting and fostering strong practice leadership across the organisation which also involves the Lead Practitioner, Regional Directors, centrally based Practice Leaders and Supervisors.

YOU WILL BE ADDING VALUE BY:

1. Providing local leadership to embed and operationalise the Practice Approach, including providing information, resources, mentoring, coaching and other support to strengthen the practice capability of Office staff and drive practice excellence.
2. Identifying skill and knowledge gaps amongst Office staff and facilitate training or other development activities regarding the DCP Practice Approach and other practice-related areas.
3. Leading strategic projects to build practice capability within the Office.
4. Delivering Reflective Supervision to Supervisors within the Office, with a focus on reflective practice, providing educative support and ensuring wellbeing.
5. Developing and promoting a learning culture within the Office by developing or sourcing relevant training opportunities, supporting staff to reflect on their practice and on learnings associated with quality assurance processes, and discussing policies and procedures, literature and research.
6. Participating as part of a collaborative and collegiate network of Practice Leaders located across individual DCP Offices and other Directorates who work together to drive practice excellence across the organisation.
7. Actively engaging in reflective supervision with the Lead Practitioner to build own practice leadership capacity.
8. Working collaboratively with centrally based Practice Leaders and other key roles to ensure high quality practice in relation to Domestic and Family Violence, Alcohol and other Drugs, court processes, Out of Home Care, Kinship Care, Learning, Practice and Professional Development and other areas of work for the Department.
9. Mentoring, coaching and co-working with Office staff to ensure case management processes and decision making are consistent with statutory requirements and the DCP Practice Approach.
10. Provide consultation and evidence-based advice to Office staff on complex cases and operational policy issues as they arise.
11. Demonstrating awareness of and engage in learning about Aboriginal cultural practices and/or differences and seek cultural consultation to promote culturally safe practice.
12. Demonstrating awareness of cultural issues as they relate to children and young people, and families from culturally and linguistically diverse backgrounds
13. In partnership with the Office Manager, lead ongoing discussions with Office staff and associated initiatives about quality practice and continuous improvement in service delivery.
14. Promoting the importance of monitoring both performance and quality indicators amongst Office staff.



15. Participating in leadership groups and other planning and operational meetings as required.
16. Assist Office staff to work collaboratively with internal and external partners and support external partnerships where required.
17. 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.
18. Contributing 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.

WHO YOU WILL WORK WITH:

- Regional Director
- Operational/Regional Manager
- Office Manager
- Supervisors
- Senior Practitioners
- Case Workers
- Lead Practitioner
- Other Office and centrally based Practice Leaders
- Principal Aboriginal Consultants
- Psychologists
- Learning, Practice and Professional Development

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 (DCP).

YOUR CAPABILITIES:

- Significant experience in providing high quality evidence based, accountable and ethically sound social work practice to children and young people, and their families and carers.
- Demonstrated leadership qualities including engaging and motivating staff to achieve practice excellence.
- Demonstrated experience in establishing and maintaining a professional learning and development environment, including contributing to the delivery of workplace learning opportunities and mentoring, coaching and co-working with staff.
- Experience providing reflective supervision in a child protection context.
- Demonstrated commitment to pursuing improved outcomes for children and young people, and their families and carers by providing high quality consultation services.
- Demonstrated and sophisticated understanding of the range of child protection issues and systems affecting children and young people and their families and carers.
- Demonstrated ability to model and promote reflective practice.
- Demonstrated experience in applying the Aboriginal Child Placement Principle.
- Demonstrated ability to work collaboratively with Aboriginal and Torres Strait Islander people in a culturally safe manner.
- Demonstrated ability to work in partnership with people from culturally and linguistically diverse backgrounds.



- Proven high quality interpersonal and communication skills including legally defensible writing.
- Demonstrated ability to apply culturally sensitive child protection practice for Aboriginal and Torres Strait Islander people, and community from culturally and linguistically diverse backgrounds.
- 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 Office Manager and/or Lead Practitioner.
- You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.



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 JULY 2026



Government of South Australia
Department for Child Protection