

# Child Protection Supervisor

## Department for Child Protection

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

<b>CLASSIFICATION:</b>	<b>PO3</b>	<b>DIRECTORATE:</b>	<b>Multiple</b>
<b>REPORTS TO:</b>	<b>Office Manager</b>	<b>FTE:</b>	<b>1.0</b>
<b>ROLES REPORTING TO THIS ROLE:</b>	<b>Multiple</b>		

### ABOUT THIS ROLE:

The Supervisor is a role within the Department for Child Protection (DCP) and is accountable to the Office Manager for leadership, development and performance of a designated work team and management of professional social work/case management practice and standards. The role is responsible for the development of culturally acceptable services that are relevant, appropriate and accessible to a range of clients and will work collaboratively with senior staff and practitioners to strengthen case practice, provide effective service delivery and to support changes necessary to ensure the safety, stability and development of children and young people and to promote the achievement of case plan objectives within specified timeframes.

### YOU WILL BE ADDING VALUE BY

- Utilise relevant assessment frameworks, the full range of culturally acceptable intervention methodologies and evidence based research to provide culturally inclusive practice leadership to a multidisciplinary team.
- Develop services that are relevant, culturally appropriate, and accessible to all client groups and have included opportunity for consumer participation, with a focus on Aboriginal clients and clients with disability.
- Undertake a range of complex risk assessments, analysis and critical enquiry to understand root causes of issues and provide a range of services to achieve outcomes of safety, security and care of children, young people and their families; developing, implementing and evaluating services and programs to meet their needs.
- Coordinate and undertake casework planning and review for the team to assess, manage and provide leadership on complex issues and outcomes.
- Undertake complex service improvement projects and contribute professional leadership and expertise into operational policy, and the strategic objectives, priorities and business plans across the agency.
- Manage current resources and develop plans to maximise use of available resources.
- Monitor compliance with workplace and other related legislative requirement
- Develop staff competence and specialised knowledge, conduct performance assessments and encourage, mentor and provide opportunities for professional development that increases the value and effectiveness of services provided.
- Achieve the maximum potential of the team by providing effective leadership, guidance, facilitation of participatory goal setting, resolution of conflict, allocation of cases and control of work pressure, promotion of a balanced range of staff skills and assisting in the management of change.
- 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.
- Build partnerships with, and provide professional advice and consultancy services to, other agencies and groups so that there is increased capacity to respond to identified needs.
- Prepare high quality written documents, including briefings and reports to management and a range of stakeholders within the required deadlines.
- 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.
- 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.



**WHO YOU WILL WORK WITH:**

**Internal**

- Office Manager (direct line manager)
- Directors and Senior Managers across the agency
- Principal Aboriginal Consultant
- Principal Social Worker
- Department for Child Protection staff.

**External**

- Local Government
- Other government, non-government agencies involved in the management of service agreements for community funding

**QUALIFICATIONS**

**Essential:**

- Appropriate degree qualification in Community Services, Social Sciences, Human Services, Health or related field.

**YOUR CAPABILITIES:**

- Experience in providing appropriate orientation, supervision, training, mentoring and culturally appropriate practice leadership with an ability to address unsatisfactory performance and develop performance plans which assist in strengthening employee’s skills and performance.
- Experience in identifying and acting on risks to children with culturally appropriate intervention methods including competently working with Aboriginal children and families and families impacted by drug and alcohol abuse and family violence.
- Demonstrate an understanding of, and expertise in applying, child developmental stages, attachment and trauma theories as they relate to child protection practice and relevant legislative, policy, and practice requirements.
- Proven experience in identifying current and/or potential team conflicts, implementing strategies to guide and support team members and managing and prioritising a team’s workloads, in order to meet agreed deadlines to achieve required outcomes.
- Demonstrated ability to effectively communicate both verbally and in writing with key stakeholders, including experience in providing professional advice, written documents and reports.
- Experience in developing and maintaining productive working relationships with all levels of Government, non-government agencies, and community to identify and risk manage issues.
- Demonstrated ability in effectively operating under general policy direction and exercising a high level of professional independence, judgement and initiative in the determination of operational priorities, strategies, work standards and the allocation of resources.
- Demonstrate 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.

**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.

- 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*.

- 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 [Line Manager title].
- You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.
- Some out of hours and weekend work may be required.
- Some intra/interstate travel (including in a small aircraft) including overnight stay may be required.
- A current Australian driver's licence (P2 or above) and willingness to drive is essential.
- Employees may be required to provide professional/supervision to observational and work experience students that are completing degree qualification in Community Services, Social Sciences, Human Services, Health or related field.

**Remote Far North locations:**

- • Require to undertake 4 wheel-drive training and be confident to travel dirt roads/long distances in terrain that is very remote.
- • Required to fly on a rotational roster, 8 days on and 6 days off, to APY Lands – Umuwa Base. (FIFO employees only).
- • Supervisor and team required to live in shared accommodation. (FIFO employees only)
- • A current remote first aid certificate is essential.
- • Interstate travel in a small aircraft on a regular basis will be required.



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: 17/04/2026



Government of South Australia  
Department for Child Protection