

Supervisor

Department for Child Protection

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

CLASSIFICATION:
RCW6
REPORTS TO:
Manager, Residential Care
ROLES REPORTING TO THIS ROLE:
Multiple
DIRECTORATE:
Out of Home Care
FTE:
1.0
ABOUT THIS ROLE:

The Supervisor is accountable to the Manager for providing effective management of residential care settings inclusive of risk management and Work Health and Safety. The role will provide leadership, supervision and development of staff. The Supervisor will facilitate the development, delivery and maintenance of programs in adherence to Residential Care's therapeutic model. The role will facilitate the provision of high-quality assessment and treatment responses to meet the care needs and wellbeing of children and young people while in care. The Supervisor will manage facilities and assets maintenance in consultation with Directorate Support. The Supervisor also plays a key leadership role in fostering culturally safe practice, strengthening Reconciliation, and embedding anti-racism principles to support better outcomes for Aboriginal children, young people, families and communities.

YOU WILL BE ADDING VALUE BY:

1. Ensure that all staff provide a safe, secure and nurturing environment for children and young people within Residential Care that ensures their physical, emotional, social and cultural wellbeing, and assist in the provision of long-term stable and secure placement options and an environment which facilitates their reintegration into the community.
2. Lead, guide and manage performance of a 24-hour workforce by providing expert guidance to staff and addressing practice or cultural issues to ensure high quality care for children and young people. This includes strengthening culturally responsive and anti-racist practice, embedding the Department's Reconciliation Action Plan (RAP) commitments in day-to-day operations, and championing inclusive, culturally safe, and respectful practice across the workforce.
3. Mentor, train and develop staff, addressing unsatisfactory performance and fostering a work environment that supports reflective practice and professional growth. This includes modelling and promoting ongoing cultural learning to strengthen culturally safe care for Aboriginal children and young people.
4. Identify and implement effective staffing models (DCP, agency, hybrid), by allocating resources which align skill set and support structures to best address the individual needs of children and young people at the placement.
5. Respond sensitively to care concern referrals, including investigating and addressing allegations of abuse, and monitor long-term performance of staff. Ensure responses uphold trauma-informed, culturally safe practice consistent with RAP principles and the best interests of Aboriginal children and young people.
6. Ensure that young people (particularly Aboriginal young people) have access to culturally appropriate, rights-based services that support independence, and advocate for their
9. Establish and contribute to effective safety planning and implement risk management strategies to address complex needs and behaviours of children and young people, ensuring their ongoing safety and the safety and wellbeing of staff.
10. Contribute to, plan for, and review suitable placement matching of children and young people, considering behaviours, dynamics between children and future needs.
11. Coordinate and ensure culturally safe and responsive care environments are embedded through the active efforts of care teams inclusive of fostering positive relationships for children and young people, enhancing Aboriginal family and community involvement in line with RAP commitments and ensuring Aboriginal and Torres strait islander children and young people are supported to connect with their family, country and community.
12. Maintain positive community relationships including crisis management and conflict resolution and provide a point of contact for community grievances.
13. Assume delegated responsibilities for the operation, set-up and security of houses, the care and safety of staff and residents, and be responsible for general maintenance of buildings, associated areas and vehicles according to departmental standards and procedure.
14. Provide safe and secure custody of buildings and equipment in accordance with Work, Health and Safety standards, and be responsible for safe food storage and preparation in accordance with health guidance.
15. Contribute to business planning and the development, implementation and review of policies, practices and procedures, and participate in workgroups, cross-agency information sharing and advisory forums.



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cultural safety and self-determination through strong collaboration with Aboriginal stakeholders.

7. Create and provide programs which teach children and young people practical living skills, (such programs may need to be re-designed for children or young people with various disabilities), and promote programs which provide positive experiences and opportunities for them to realise their full potential.
8. Coordinate and liaise with other relevant government agencies and service providers and maintain case assessments and case plans that are formulated in a consultative and collaborative process with other key professionals by chairing program panels and case conferences.

WHO YOU WILL WORK WITH:

- Manager, Residential Care (direct line manager)
- Line management responsibility for a team
- Child and Youth Workers (DCP and agency staff)
- Central Rostering Team
- Case Managers and Social Workers
- Other government and non-government organisations
- Parents and carers where appropriate

YOUR CAPABILITIES:

- Experience in providing effective management and supervision of staff and resolve conflict, provide practical advice on a wide range of residential care practices, lead by example, and to contribute to the team's professional development.
- Ability to analyse problems and formulate solutions based on the practical interpretation of policies, procedures and relevant legislation.
- Demonstrated knowledge of child and adolescent development, issues facing children and young people who require care and protection, and the legislative framework (Children and Young Person (Safety) Act, the Young Offenders Act) surrounding children and adolescents.
- Capacity to anticipate the need for the development of programs and provide direction and technical advice on changes to existing programs.
- Experience in dealing with children and young people in residential care settings who are at risk through the application of crisis intervention theories and strategies including diffusion, negotiation and mediation.
- Demonstrated and comprehensive understanding of the harmful impacts of colonisation on Aboriginal and Torres Strait Islander Peoples, inclusive of intergenerational trauma and commitment to providing effective leadership to improve outcomes for Aboriginal children and families.
- Commitment to fostering a safe, inclusive, and culturally responsive workplace, embedding the Department's Reconciliation Action Plan (RAP) principles, and promoting culturally safe practice for Aboriginal and Torres Strait Islander children and young people.

16. Actively contribute to embedding the Department's RAP actions into local practice, team processes and continuous improvement initiatives.
17. Where relevant, take responsibility for the allocation, monitoring and adjusting of financial resources and associated administrative and accounting functions.
18. 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.

QUALIFICATIONS

Essential:

- Will be required to undertake and successfully complete the Certificate IV in Child, Youth and Intervention within twelve months of commencing employment.
- A current HLTAID012 - Provide First Aid in an Education and Care Setting.
- Required to maintain a satisfactory psychological suitability assessment to work with children and young people during employment.
- A current South Australian driver's licence (P2 or above) and be able and willing to drive in the course of the duties.

OUR COLLECTIVE RESPONSIBILITIES

SPECIAL CONDITIONS



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- 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*.

- 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.
- The incumbent is required to participate in psychological assessments of a kind determined by the Chief Executive as and when required by the Chief Executive.
- The incumbent may be assigned to other duties and/or another location at this remuneration level or its equivalent, and the work may involve children up to 18 years of age.
- Required to hold a current South Australian driver's licence (P2 or above) and be able and willing to drive in the course of the duties of their role.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Manager, Residential Care.
- Some intra/interstate travel (including in small aircraft) may be required.
- Some out of hours work may be required.
- May be required to be on call on a rostered basis
- May be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.
- The incumbent will be required to undertake Safe Environments for Children and Young People training and updated training as required.
- A flexible approach to the taking of leave is required.
- Australian residency or current works permit is required (responsibility of applicant to provide evidence of a current work permit).

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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