

Senior Aboriginal Family Practitioner

Department for Child Protection

OFFICIAL

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

CLASSIFICATION:

AHP2

DIRECTORATE:

Multiple

REPORTS TO:

Supervisor

FTE:

1.0

ROLES REPORTING TO THIS ROLE:

Nil

ABOUT THIS ROLE:

The Senior Aboriginal Family Practitioner is a role within Department for Child Protection (DCP) and is accountable to the Supervisor for facilitating the implementation of a sustainable integrated model of service delivery for the Aboriginal families. This includes investigating, consulting and developing creative and culturally appropriate methods of engaging with and supporting families with high and complex needs. The role is responsible for providing mentoring, education, consultation and support for staff and contributing to the research, development and implementation of holistic, innovative and culturally based service that provide specialised care.

YOU WILL BE ADDING VALUE BY:

1. **Facilitate the implementation** of a sustainable integrated model of service delivery for Aboriginal families which provides support, advocacy and direct intervention for a range of complex issues and develop preventative strategies and pathways.
2. Undertake an intensive and flexible approach to case management.
3. Facilitate case meetings with the family and appropriate members of the extended family using a culturally appropriate model to identify problems and concerns to promote independence.
4. Assist families to resolve family and personal difficulties by using specialised knowledge and skills which promote dignity and family decision making processes.
5. Identify opportunities to develop Aboriginal families, children and young people's participation through consultation in a holistic manner where possible.
6. Involve Government and Non-Government agencies and support services to be part of a service delivery model.
7. Take a lead role in liaising with other agencies to develop creative and culturally appropriate partnerships with families with high complex needs.
8. Develop regular project briefs and outlines to steering committee/reference group.
9. Participate in quality improvement and evaluation activities relevant to the service model.
10. Develop new techniques and methodologies.
11. **Establish broad networks** and positive relationships that result in confidence and consistency in service delivery for the victims of domestic violence, mental health and/or drug and alcohol issues.
12. Maintain appropriate information management systems for community programs and services.
13. Collect required data to evaluate the effectiveness of the structure and formulate recommendations related to the value of the project for the relevant client and community groups.
14. Participate in community, staff and other relevant agencies meetings and training.
15. Develop and maintain effective strategic partnerships with the Aboriginal community and other key stakeholders in order to maintain continuing quality outcomes for Aboriginal families and their children.
16. 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.
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.



Government of South Australia
Department for Child Protection

WHO YOU WILL WORK WITH:**Internal**

- Supervisor (direct line manager)
- Management and staff within the office and across the Department for Child Protection

External

- Aboriginal Community
- Other government departments
- Relevant Non-Government organisations

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:

- Ability to identify trends and patterns in service delivery to Aboriginal clients and identify training needs of staff to improve services.
- Demonstrated high level written and verbal communication skills and work with people from diverse professional backgrounds and work as a member to provide a holistic standards professional service.
- Ability to identify potential risks and implement action plans to manage and minimise the risk.
- Demonstrated experience in Domestic violence, Mental Health or Drug and Alcohol issues.
- Demonstrate knowledge of the diversity of issues affecting Aboriginal People and Communities and the impact of equal opportunities policies and practices and multicultural and social justice issues on service delivery.
- Demonstrated ability to lead, develop and implement a service delivery model, including negotiate and communicate with Aboriginal and Torres Strait Islander people, children & young people, courts and non-government agencies and staff at all levels.
- 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.
- 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 small aircraft) may be required
- A current Australian driver's licence and a willingness to drive is essential.
- Employees may be required to provide support 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.
- *Pursuant to Section 56(2) of the Equal Opportunity Act, 1984 only people of Aboriginal and Torres Strait Island Descent may apply for this role.*



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



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