

Clinical Practice and Project Lead

Department for Child Protection

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

CLASSIFICATION:	AHP3 / PO3	DIRECTORATE:	Learning, Excellence and Innovation Academy
REPORTS TO:	Principal Social Worker, LEIA	FTE:	1.0
ROLES REPORTING TO THIS ROLE:	Nil		

ABOUT THIS ROLE:

The Clinical Practice and Project Lead is accountable to the Principal Social Worker, LEIA for leading change and developing new initiatives that support improvement of practice (or service delivery). This includes developing, delivering, assessing, reviewing and evaluating learning and development programs and resources. The work is highly important and meaningful and the role is responsible for providing leadership in scoping, designing, consulting, implementing and evaluating learning and development projects within timeframes and allocated budget and contributing to coordinating and facilitating strategic initiative forums.

YOU WILL BE ADDING VALUE BY:

1. Enhance the development of Department for Child Protection staff by designing, developing, and delivering learning and development models, resources, programs and projects across all disciplines within the department.
2. Provide advice to management on professional service delivery development, practice and redesign in response to demand and client needs.
3. Promote best practice to support continuous improvement and high standards of service delivery and achieve organisational values.
4. Develop and maintain service delivery staff skills and competencies to apply Social Work/Case Management methodologies into their practice approach, to facilitate critical thinking and reflective practice.
5. Develop and maintain strategies that support service delivery staff to use skills in critical thinking and reflective practice in day to day practice.
6. Contribute to high quality case management and practice through training initiatives and reflective leadership to ensure best outcomes for children and young people under the Guardianship of the CE.
7. Provide advice, guidance and support to the team as well as sharing agency knowledge and experience to develop others.
8. Collaborate with Practice Leaders and service delivery staff to translate training and learning into high quality practice.
9. Manage, develop, implement and monitor projects, that may involve personnel from one or a variety of professional disciplines by: preparing project briefs; planning, researching information and developing project plans; monitoring, evaluating and reporting on project outcomes.
10. Research best practice training programs and develop models in order to support and improve the delivery of training.
11. Contribute to the rollout, implementation and embedding of departmental wide practice initiatives.
12. Interact with online learning management systems, intranet and other learning technology resources efficiently and adapt to changes in technology and/or systems.
13. Undertake research into adult education principles, models of best practice in training/education and training program development as required. Be aware of Aboriginal cultural practices and/or differences and seek cultural consultation to promote inclusive practice.
14. 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.
15. 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.
16. 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:

- Principal Social Worker, LEIA (direct line manager)
- Director and Senior Managers across DCP
- DCP staff
- External training providers
- Other government and non-government agencies

QUALIFICATIONS

For those employees classified as AHP - Essential: Social Workers, Psychologists, Occupational Therapists – appropriate degree or equivalent qualification which gives eligibility for full membership of the appropriate professional association.

For those employees classified as PO - Essential: Appropriate degree qualification in Community Services, Social Sciences, Human Services, Health or related field.

Desirable: Workplace Training and Assessor qualification (Certificate IV in Training and Assessment) as required by the Australian Qualification Training Framework Standards. Minimum five years of postgraduate clinical practice experience.

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:

- High level interpersonal skills and the ability to communicate effectively both verbally and in writing, to a range of stakeholders, and ability to adapt communication style and identify strategies to improve communication effectiveness.
- Proven ability to lead culturally competent practice including the provision of training and mentorship.
- Ability to identify opportunities to improve departmental processes by contributing to improvement initiatives.
- Ability to lead and develop staff to achieve quality results by providing appropriate learning and development programs.
- Demonstrated ability to identify networking opportunities to facilitate knowledge transfer.
- Experience in developing and maintaining productive working relationships with all levels of Government, non-government agencies, and community.
- 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.
- 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.

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 [Line Manager title].
- You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.



- 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.
- 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 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: 15 April 2026



Government of South Australia
Department for Child Protection