

# Supervisor, Kinship Care

## Department for Child Protection

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

<b>CLASSIFICATION:</b>	<b>AHP3</b>	<b>DIRECTORATE:</b>	<b>Kinship Care</b>
<b>REPORTS TO:</b>	<b>Manager, Kinship Care</b>	<b>FTE:</b>	<b>1.0</b>
<b>ROLES REPORTING TO THIS ROLE:</b>	<b>Multiple</b>		

### ABOUT THIS ROLE:

The Supervisor, Kinship Care is a role within the Department for Child Protection (DCP) and is accountable to the Manager, Kinship Care for providing leadership and management to a multi-disciplinary team primarily comprising of Kinship Care Workers and a Kinship Practitioners. The role will manage and model professional social work practice within Kinship Care and will promote and manage within the team, high quality practice that aligns with the DCP Practice Approach. A key component of the role is improving social and emotional wellbeing for Kinship carers, their families and communities by developing high quality services that are culturally appropriate and accessible and encourage consumer participation through collaboration with key stakeholders.

### YOU WILL BE ADDING VALUE BY:

1. Supports the interests, rights and needs of kinship carers across South Australia within the legislative framework, SA Statement of Commitment with foster and kinship carers, and State and National Foster/Alternative care standards.
2. Use, and facilitate the use of, a range of clinical interventions and practice methods appropriate for kinship carers.
3. Ensure there are responsive, accountable and culturally appropriate provision of services that enhance outcomes for kinship carers and the children in their care, including opportunity for consumer participation and in particular, improving outcomes for Aboriginal children in care.
4. Identify barriers, and facilitate options and resources for kinship carers in achieving outcomes of safety, security and care of children, young people and their families.
5. Build partnerships with other agencies and groups so that there is increased capacity to respond to identified needs of kinship carers.
6. Develop positive working relationships between kinship carers and all key stakeholders.
7. Be accountable for key performance indicators within kinship care in relation to Carer Reviews and Agreements, carer Working with Childrens Checks and Care Concerns.
8. Provide supervision, staff development and appraisals, manage work pressures and undertake conflict resolution where required.
9. Participate in the supervision and training of social work students.
10. Contribute to strategic leadership and business planning across the agency.
11. Encourage and support team member participation in decision making at the local and regional level.
12. Develop and facilitate strategies to build and maintain a cohesive team to support client care.
13. Maintain awareness in, demonstrate knowledge of the DCP Practice Approach, relevant theory, methodology, and policy trends, and use this to promote quality outcomes for children, their families and kinship carers.
14. Reinforce professional ethics and standards in decision making.
15. Monitor compliance with workplace and other related legislative requirements.
16. Contribute to a work environment where staff are encouraged to develop their competence and provided with opportunities for professional development.
17. 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.
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.



**WHO YOU WILL WORK WITH:**

**Internal**

- Manager, Kinship Care (line manager)
- Clinical Lead Kinship Care
- Senior Managers and staff across DCP

**External**

- Non-government and Community-based organisations
- Other government departments involved in management of services to children and young people

**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).*

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**YOUR CAPABILITIES:**

- Proven ability to apply knowledge and experience to plan, develop, implement and evaluate interventions aimed at meeting the needs of clients.
- Demonstrated ability to understand and evaluate the factors that contribute to client/family risk and develop action plans to reduce or eliminate the risks.
- Extensive experience performing case work undertaking suitable assessments, interventions and making appropriate referrals.
- Proven experience in clarifying situations, acting impartially and using influence, negotiation and persuasion to effectively mediate conflict and devise a workable solution.
- Demonstrated experience providing advice, guidance and support to the team as well as sharing agency knowledge and experience to develop others.
- Proven ability in managing competing priorities, reporting against key performance indicators and achieving positive outcomes.
- Extensive experience in supervising a team, developing workers' skill and competency and applying Social Work Methodologies into their practice approach to facilitate critical thinking and reflective practice.
- Ability to address unsatisfactory performance and develop performance plans which assist in strengthening employee's skills and performance.
- 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.
- 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 Manager, Kinship Care.
- 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

