Job Description Form

Senior Field Worker – Aboriginal Intensive Family Support (50d)

# Position Details

**Position Number:** Generic

**Classification:** Level 5

**Award / Agreement:** PSA 1992 / PSGOCSAGA 2017

**Organisational Unit:** Service Delivery Regional & Remote Communities / Service Delivery Metropolitan Communities / District Office

**Location:** Various

**Classification Evaluation Date:**

**JDF Review Date: April 2017**

## Reporting Relationships

**This position reports to:**

Team Leader Child Protection / Specified Callings Level 3

**This position has the following subordinates:**

* May supervise 2 – 3 staff as required

## About the Department

The Department of Communities’ mandate is fundamentally about providing pathways to individual, family and community wellbeing. The Department’s direction centres on building safe, strong, secure and inclusive communities that empower individuals and families across Western Australia to lead fulfilling lives.

The Department’s functions and services include disability services; child protection and family support; social and affordable housing; youth justice; community initiatives and remote regional services reform.

The Department provides the opportunity to implement client centred services within a single outcome based framework across community services in Western Australia. This framework also provides for a specific focus on delivering integrated, place based services, recognising that community and individual needs vary significantly between metropolitan and regional communities.

## The Department promotes diversity and embraces a high standard of equal opportunity, health and safety, and ethical practice. All employees are required to comply with relevant safety procedures/guidelines and equal opportunity principles at all times.

## Role Statement

The **Senior Field Worker – Aboriginal Intensive Family Support** **(50d)** is responsible to engage and work with identified at risk Aboriginal families to prevent the need for children to enter out of home care. Assisting and planning with District staff and others to develop community and family capacity to provide a safe environment for children and other vulnerable people is key to the role.

The aim is to strengthen families’ capacity to provide safe care by increasing child safety through the Intensive Family Support approach providing intensive in-home support services and case management for Aboriginal children in ways that are:

• Practical and flexible;

• In alignment with the Department’s case plan with the family; and

• Responsive to the cultural needs of the family

## Duties and Responsibilities

1. Build Safety with Family Connections and Networks

1.1 Works with parents and family members to identify, engage and use safe family, other community members and supports to increase the safety of the children in the family.

1.2 Refer parents and significant family members to relevant services and community resources that will strengthen the families’ capacity to provide safe care.

1.3 Maintain a current working knowledge and relationship with local support services that can assist Aboriginal families.

1.4 Work with parents and family members to identify safe, suitable family members to care for the child should the child require out of home care.

1. Cultural Advice and Support

2.1 Provides advice and co-work support, where necessary, to other District staff to support their engagement with Aboriginal children and families.

2.2 Providing advice and expertise to District staff on Aboriginal Intensive Family Support issues.

1. Family Support

3.1 Provides or arranges for services to families that will address child protection issues and strengthen family functioning in line with the case plan. This includes referrals to appropriate agencies based on assessed family needs and available resources.

3.2 Develops parents understanding of the worries of the Department, and supports parents to determine what needs to happen to address the safety of their child(ren).

3.3 Engages Aboriginal children, community and families using Intensive Family Support approach and practices. Participates and/or facilitates family meetings.

1. Child Protection

4.1 Provides assessment, planning and intervention at an advanced level to individuals and communities with a service delivery team.

4.2 Develops and demonstrates expertise in case work and child protection methods.

4.3 Provides an appropriate consultative and support service to field staff and service providers.

4.4 Researches reviews and evaluates specific areas of service delivery practice and provides advice to line manager on trends.

4.5 Contributes to the development of service delivery standards and procedures.

4.6 Undertakes field work duties of a complex nature delivering services in accordance with departmental legislation, policies and procedures.

1. Inter-Agency and Community Collaboration

5.1 Maintains connections and shares information with other government and non-government agencies that may have a statutory role or are providing a service to the Department in protecting children and assisting them with their education and health

5.2 Networks and liaises with appropriate cultural and indigenous services and communities that provide an identity for the Aboriginal child/ren or family the Department is working with towards a goal of strengthening family functioning.

5.3 Liaises with the Departments contracted service providers in making appropriate referrals for individual and intensive family support and treatment.

5.4 Assists Team Leaders as required in this area.

1. Other

6.1 Performs other duties as required.

6.2 Participates in emergency Management and response duties as required.

## Essential Work-Related Requirements (Selection Criteria)

## Aboriginality is a genuine qualification for this position (Section 50(d) of the Equal Employment Opportunity Act 1984).

## Demonstrated knowledge and understanding of indigenous and culturally diverse family structure and the ability to engage and build strong working relationships with a diverse range of clients and stakeholders.

## Proven engagement and analytical skills in working with young people, parents and families, including assessment and intervention.

## Excellent interpersonal and communication skills (written, verbal and non-verbal) and ability to work as part of a team.

## Understanding and knowledge of contemporary issues and challenges in the area of child protection and approaches to enhancing child safety and wellbeing.

## Sound leadership skills particularly in promoting quality practice and procedures.

Essential Eligibility Requirements / Special Requirements

1. Appointment is subject to a satisfactory National Police Clearance.
2. Current C or A class driver’s License
3. Departmental Check
4. Criminal Record Check
5. Working with Children Check

## Delegate Certification

## HR Registration

28 August 2018