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| **Roles**  | **Requirement 1** | **Requirement 2** | **Requirement 3** |
| Child Protection Worker | 6A tertiary qualification in social work, psychology or a relevant human service area. | Demonstrated knowledge of child protection and approaches to enhance child safety and wellbeing. | Knowledge of or experience in engagement, assessment and intervention with parents, children and families. |
| Field Worker | N/A | Demonstrated knowledge of child protection and approaches to enhance child safety and wellbeing. | Ability to engage, empower and build effective working relationships with a diverse range of clients, stakeholders, partners and colleagues. |
| Senior Child Protection Worker | A tertiary qualification in social work, psychology or a relevant human service area. | Proven assessment, analysis, analytical and intervention skills when working with vulnerable children, their families and communities. | Demonstrated ability to work as part of a team and have sound management, supervisory and leadership skills particularly in promoting quality practice and procedures, including counselling and therapeutic intervention. |
| Senior Field Worker | N/A | Proven assessment, analysis, analytical and intervention skills when working with vulnerable children, their families and communities. | Demonstrated ability to work as part of a team and have sound management, supervisory and leadership skills particularly in promoting quality practice and procedures, including counselling and therapeutic intervention. |
| Team Leader Child Protection | A tertiary qualification in social work, psychology or a relevant human service area. | Advanced supervision, management, leadership skills and experience in working in a multi-disciplinary team setting | Advanced skills and understanding of contemporary casework and practice models and methods and their application in working with children, families and communities.  |
| Team Manager Child Protection | N/A | Advanced supervision, management, leadership skills and experience in working in a multi-disciplinary team setting. | Advanced skills and understanding of contemporary casework and/or community development practice models and methods and their application in working with children, families and communities. |
| Residential Care Worker | Certificate III and Certificate IV in Community Services (Protective/Residential Care) or approved equivalent OR equivalent experience in working with or caring for troubled children and young people who have experienced trauma. | Demonstrated knowledge of engaging with children and young people in life skills and recreational activities, and commitment to promoting positive self-worth and development. | Ability to work therapeutically as a team member, to reflect on practice and evidence resilience. |
| Senior Residential Care Worker | Certificate III and Certificate IV in Community Services (Protective/Residential Care) or approved equivalent OR equivalent experience in working with or caring for children and young people who have experienced trauma. | Demonstrated experience in the assessment and development of therapeutic intervention plans for children and young people including demonstrated experience in developing and implementing activity programming for children and young people in life skills and recreational activities. | Demonstrated ability to work effectively in teams and supervise staff within a team. |
| Secure Care Officer (metro only) | Certificate III and Certificate IV in Community Services (in a related field) or approved equivalent, OR equivalent experience in working with, or caring for, children who have experienced trauma | Demonstrated resilience to work therapeutically with children who exhibit extreme and challenging behaviours as a result of trauma and abuse. | Demonstrated relevant experience in the assessment and development of therapeutic intervention plans for children. |
| Family Support Officer | N/A | Demonstrated skills in engaging, working and communicating respectfully with families, children and young people, carers, communities, other District staff and significant others | Ability to work with Aboriginal and Torres Strait Islander culturally and linguistically diverse communities, families, children and young people |
| District Emergency Services Officer | N/A | Sound planning and coordination skills | Demonstrated ability to manage internal and external stakeholder relationships and a commitment to quality customer services principles |