

Position Description

Position title	Family Preservation & Reunification (FPR) Practitioner
Program/Unit	Family Preservation & Reunification
Classification	Level 5 - Dependent on qualifications & experience
Position reports to	FPRR Practice Leader

Organisational context

Established in 1997, MacKillop Family Services (MacKillop) strives to ensure all families are supported to provide children with a safe and permanent home, and the best possible start to their lives.

Continuing the child and family welfare programs of our three founding agencies - the Sisters of Mercy, the Sisters of St Joseph and the Christian Brothers - we provide early intervention programs to support the most vulnerable families, and provide education, disability support, home-based care and out of home care for vulnerable children and young people in Victoria, New South Wales and Western Australia.

MacKillop has almost 1,500 staff, operating out of more than 50 sites, and has forecast annual revenue for the 2022/23 financial year of over \$213 million.

Like our founders, we are deeply committed to our work, and are driven by social justice. We believe every child should be protected from abuse, neglect and exploitation, and are a child-safe organisation that is committed to protecting and advocating for the best interests of children and families across all our programs.

Our work is underpinned by our values, and by a deep understanding of the impact of trauma, informed by the Sanctuary Model. Sanctuary is a blueprint for organisational change, which supports organisations to provide a safe, non-violent environment for people affected by trauma. It also supports staff and carers to form communities that are safe and caring, and to maintain a culture that reflects these qualities at every level within the organisation. MacKillop is the only licensed provider of training in the Sanctuary Model in Australia.

MacKillop is deeply committed to promoting diversity. Our diversity encompasses differences in race or ethnicity, gender identity, gender expression, intersex status, sexual orientation, language, age, religion, socio-economic status, relationship status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity makes us more creative, flexible, accessible and productive.

Our purpose

MacKillop Family Services continues our founders' passionate commitment to social justice - to work for the rights of children, young people and families to be safe, to learn, feel nurtured and connected to culture. We provide high quality services to promote healing from trauma and loss, and to enable hopeful futures.

MacKillop Family Services will care compassionately, respond large-heartedly and advocate courageously.

Our vision

Children, young people and families are welcomed and supported by MacKillop to be empowered and thrive.

Our values

We commit to the following five foundational values which we continue to embed in the culture of our organisation and practice:

JUSTICE. We believe in the right of all people to experience respect and to have access to quality services irrespective of sex, race, ethnicity, culture, language, religion, marital status, disability, sexuality or age. We advocate for inclusiveness and social justice in the wider community and commit to these principles across our organisation and all services we provide. ***We believe in the right of all people to be treated justly and fairly.***

HOPE. We commit to creating positive and hopeful relationships where people find meaning in their experiences and relationships and are able to learn, explore their strengths and create possibilities for growth and change. ***We seek to foster hope that assists people to find meaning.***

COLLABORATION. In our work with individuals, families and other organisations and groups, we commit to working in a collaborative spirit through cooperation, coordination, partnership and empowerment. ***We commit to working in a collaborative spirit through cooperation, coordination, partnership and empowerment.***

COMPASSION. Compassion is an attitude of the heart, an expression of our shared humanity and a deep desire to alleviate another's suffering. We commit to creating an attitude of openness to others and to their circumstances. ***We seek to foster compassion, an attitude of the heart and a response to exclusion and suffering.***

RESPECT. We value ourselves and other people, the earth and all creation. We seek to listen and learn from each other and build relationships with respect, being proud of what we hold in common and with understanding and tolerance of our differences. ***We seek to act with respect with regard to each other, the earth and all creation.***

Our Sanctuary Commitment

Our values are brought to life through our commitment to the Sanctuary Model. Sanctuary is an evidence-supported, whole-of-organisation framework that guides how we practice as an agency. Sanctuary enables a shared language, knowledge, and response to the impact of trauma and loss on all of us.

Our seven Sanctuary Commitments are as follows:

- Non-Violence - Mean what you say and don't be mean when you say it
- Emotional Intelligence - Look out for yours and other people's feelings
- Social Learning - We all learn from, and teach each other
- Democracy - Everyone is heard
- Open Communication - Be honest and share information
- Social Responsibility - We all help each other ... It takes a village to raise a child
- Growth and Change - Open to new ideas and ways of thinking

Position purpose

This position is situated within the Southern Metro Region, in the Family & Community Services Unit.

The Victorian Family Preservation and Reunification Response (the Response), has been funded by the Department of Families, Fairness and Housing. It was co-designed with representatives from the child and family services sector to be implemented in 2020-21 by Victorian registered children and family service providers.

The Response includes an initial intensive intervention phase, delivered through a mobile and integrated approach, followed by a sustained service support phase, aimed at preventing at-risk children entering or re-entering care. The Response will link to, align with, and build on (and not duplicate) existing child and family services within the broader service system, providing an enhanced continuum of care across the state. It will be evaluated and continuously developed to enhance the Family Preservation and Reunification (FPR) evidence-base for Victorian child and family services (including Child Protection).

The model is an integrated and evidence-based/evidence-informed approach to supporting and problem solving with families and preventing children and young people's re/entry to out of home care. The team will work as a cohesive whole and report directly to the FPR Practice Leader.

Primary objectives

The FPR team will bring an innovative and wrap around service that will work with the whole family system.

Key result areas and responsibilities

The FPR Practitioner will provide outreach wraparound services to families where children's ages range from unborn to adolescents. Working flexibly, as part of the team they will report to the FPR Practice Team Leader.

The FPR family work will engage parents and their babies/children/adolescents to build their capacity as parents and functional families that provide for their children's health, safety and development as well as work towards building their self-reliance and sustainability through access to education, vocational training and employment. The program is a whole-of-family service in the form of pre-birth support, intensive and longer-term interventions and case work support until the child reaches approximately school age.

The FPR Practitioner will deliver in the home and community as needed for 4 to 6 months by practitioners. However, we expect that the intervention may benefit from more extended engagement before being referred to other services if needed. Areas of clinical focus include risk assessment and safety planning and practitioners will strive to empower caregivers to help their babies, children and adolescent's live safely in the community, attain school/vocational goals, and develop prosocial behaviours. Practitioners will work with the ecology of the family and school, sporting clubs and local businesses will be engaged as the individual needs and strengths of the family are identified.

The FPR Practitioner will engage with Aboriginal and Torres Strait Islander families in a culturally safe and competent way. This includes engaging in regular consultation with the program's Cultural Advisor and including ongoing training.

The FPR Practitioner will:

- Conduct an initial assessment including review of referral information, identifying, and engaging key participants, identifying systemic strengths and needs, and developing an analysis of the referral concerns/behaviors within the ecological context

- Engage primary caregivers and other key participants in active change-oriented treatment by identifying and overcoming barriers to engagement
- Implement a case conceptualization, treatment planning, intervention implementation, outcome review and strategy revision procedure using an evidence informed analytic process
- Maintain clear and concise documentation of treatment efforts that promote peer and supervisory review and feedback, and demonstrate implementation of evidence based/informed interventions
- Collaborate with all relevant systems and key participants within each system to ensure their buy-in and cooperation throughout The Response Service
- Provide direct clinical treatment using evidence based/informed methods
- Participate in all training, supervision and consultation activities
- Build strong relationships with community stakeholders (i.e. DFFH, other providers, judges, schools, etc.) to ensure cooperation among service providers
- Demonstrate ability to work with Aboriginal and Torres Strait Islander children, young people, and families with complex trauma needs.

Key selection criteria

The incumbent will have:

The role requires the incumbent to hold a relevant tertiary qualification, which may include a Bachelor's degree in Social Work, Child Development, Psychology or a related subject area. Candidates who are working towards their Bachelor degree or who hold a relevant Diploma qualification and have substantial experience, are also encouraged to apply. The role requires some flexibility from the incumbent as they may be required to work outside of the standard business hours but within 7:00 am to 7:00 pm, subject to the needs of our clients and the program.

Preferred Experience:

- Significant work experience in a relevant field which supports an understanding of key child development issues relating to young parents and their families who have complex needs.
- Understanding of and demonstrated experience working with issues such as attachment, trauma, and intergenerational disadvantage.
- Demonstrated professional case management skills.
- Implementation of evidence-based interventions within or between systems in young people's ecology that affect or influence the behavior of young people (i.e., family, peer, school, and neighborhood).
- Direct use of pragmatic (i.e., structural, strategic and functional) family therapies and/or behavioral therapy targeting behavioral change in children at home and school.
- Demonstrated experience referring to and collaborating with local service networks.
- Work with Aboriginal and Torres Strait Islander families.

Preferred Knowledge:

- Child development research and its application in treatment.
- Systems, behavioural and social ecological theories and application.
- Social skills assessment and intervention.
- Demonstrated ability to undertake complex casework with families and children who have experienced trauma.
- Preferred sound knowledge and understanding of Aboriginal history, values, the stolen generation, practices and culture.
- Have an awareness and knowledge of attachment and trauma theories related to Aboriginal children, young people and families; Demonstrated ability to use this knowledge to guide practice with Aboriginal children, young people and families.
- Demonstrated understanding of cultural safety.

Required Personal Skills:

- Well-developed interpersonal and communication skills, with a demonstrated capacity to work collaboratively with others and exercise influence in a diversity of contexts.
- Excellent time management skills with the ability to meet deadlines, targets and key deliverables of the program.
- An ability to work flexible hours when required including some evenings and weekends.
- A knowledge and understanding of Aboriginal culture and values and an awareness of the current issues faced by Aboriginal children, young people and their families

Other information

The incumbent is required to:

- Sign and actively abide by MacKillop’s Code of Conduct.
- Observe and actively support MacKillop’s P.8 People and Workplace Policy.
- Observe and fulfil health and safety responsibilities as contained within ‘WHS-P-001 Responsibility Statements’ document.
- Attend mandatory and other training as required.
- Actively participate in MacKillop’s Bid Management process as required.
- Participate in and promote continuous quality improvement processes.
- Promote an environment that is culturally safe and strengths focussed.
- Abide by principles and commitments of the Sanctuary Framework.
- Incorporate cultural safety into your practice with Aboriginal families.

The incumbent must possess a:

- Valid and current Driver's Licence.
- Valid and current Working with Children Card.
- Valid and current NDIS Worker Check.
- Satisfactory criminal history check conducted by MacKillop Family Services.

Approval

Director or General Manager's full name:	Rhiannon Walker	Date:	23th May, 2023
Director or General Manager's position title:	General Manager North Metro & Loddon/Mallee Divisions		
Incumbent's full name:			
Incumbent's signature:		Date:	



MacKillop Family Services acknowledges Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the Traditional Owners and Custodians of the land on which we live, work and play. We pay our deep respects to Elders past and present and acknowledge all Aboriginal children, young people, families and staff who are a part of MacKillop Family Services.



MacKillop celebrates and draws strength from diversity and respects the dignity of all people. Every person at MacKillop has the right to be safe and to be treated justly. We value every person's ability, cultural or linguistic backgrounds, ethnicity, sexual orientation, gender identity, gender expression, intersex status, relationship status, religious or spiritual beliefs, socio-economic status, and age.