



Family Services

Senior Child & Family Services Worker – 1 x Full time position

CPS is proud of its commitment to work with a diverse range of issues in order to prevent and respond to social disadvantage, with particular focus on intervening at the earliest possible time. We are seeking a qualified and experienced Senior Child and Family Services caseworker who can work creatively to support vulnerable children, parents and families. This position will be based at our Thomastown office. Relevant qualifications in social work, psychology, early childhood, family therapy or other discipline are required. Further information can be obtained by downloading the relevant position description from our website www.cps.org.au or by contacting Modupe Aladejebi, Team Leader, Family Services, on 9474 4800.

All applications must be in writing, **addressing the Key Selection Criteria** and listing the names of two Referees (one of which must be a current employer). Applications should state **Position Title** and be marked **confidential** and forwarded to:

Human Resources Department
Children's Protection Society
Suite 1/62 Keon Pde
Thomastown Vic 3074
Or reception@cps.org.au

Applications close Monday 27th February 2012

The Children's Protection Society is an Equal Opportunity Employer

POSITION: Senior Child and Family Services Worker,
Family Support Services

ACCOUNTABILITY: Reports directly to Team Leader, Family Services

ORGANISATIONAL CONTEXT

Our vision

That all children thrive in safe families and communities

Our mission

To break the cycle of abuse and neglect in families and to improve the life chances and choices for all children

Our values

Best practice in all our work Responsiveness to the needs of children, parents, families and communities

Fairness and equity

Innovation, knowledge-sharing, leadership

Accountability to the community

Our plan 2009-12

Advocacy for children at risk of abuse and neglect Increased services in Men and Fathers Support Service

Increased services in early identification and support in the community for high risk infants, children and young people New specialist early childhood education and care centre targeted to young children at risk of abuse and neglect

New services in community-based therapeutic support for children living with family violence

Quality facilities to accommodate expansion in CPS services to meet community need.

OUR STRATEGIES

Prevention

Reducing known risk factors and strengthening known protective factors at the individual, family, community and societal levels. Evidence-based policies and programs that prevent child maltreatment and neglect

Healthy child and family development in the early years Increased value and respect for the role of fathers in child rearing

Increased community capacity to include and support vulnerable children and families

Early Intervention

Intervening early in life and early in the pathway of emerging problems

Increased capacity at an individual, parental and community level to recognise and respond to risk

Early identification of problems and connection to appropriate supports

Healthy early years development of high risk infants

Evidence-based interventions with children and young people with sexually abusive behaviours

Reducing Harms

Treating and supporting children and families to recover from the trauma of childhood abuse and neglect, achieving healthy individuals, families and society

Evidence-based interventions to treat harms associated with sexual, physical or emotional abuse and neglect

Increasing Impacts

We work to refine our knowledge and improve quality, to attract the resources to do more and reach more at-risk children. We work efficiently, effectively and in partnership.

OUR SERVICES

Child FIRST - a centralised, community-based advice, referral, and intake for integrated child and family services

Family Support Services - parenting advice and support, in-home visits, casework, group work, supported playgroups, counselling and therapy, 'wrap around' support to schools, early childhood services, health services

Men and Fathers Support Services - counselling and support for fathers

Early years parenting support services - supported playgroups, social support for new fathers and mothers, targeted support for Aboriginal fathers, Somali fathers, and young mothers

Sexual Abuse Counselling and Prevention Program - family-inclusive therapeutic services for children, who have experienced sexual abuse, children with sexualised behaviours , and services for young people with sexually abusive behaviours

Education and training - for teachers, principals, health and welfare professionals, early childhood services, parents and community groups in recognising and responding to child maltreatment.

CPS Child and Family Centre – provides best practice integrated early years care and education to in a centre based environment as a core component of research and advocacy within the CPS early intervention strategy

OUR HISTORY

Established more than 100 years ago, the CPS was responsible for investigating and dealing with cases of abuse and neglect until this function was relinquished to the state in 1986.

The CPS then concentrated on providing support services to vulnerable families, earning a reputation for innovation, high quality services, and maintaining an unequivocal focus on quality outcomes for children.

POSITION CONTEXT

CPS offers a suite of services that are designed to respond to a diversity of needs within the community. With well established and recurrently government funded family services, therapeutic services for children where sexual abuse is an issue, men's counselling, fatherhood and parenting support programs, CPS is poised to bring these skills together to provide a comprehensive effort to break the cycle of abuse and neglect for children and families referred to us for help.

Critical to our success is the promotion of one centralised intake and assessment process which works towards holistic service provision for troubled families with complex needs. CPS has a role in singularly focusing upon issues of child abuse and neglect in the community, collaborative effort and galvanising multi party support to achieve sustainable improvements for vulnerable children in the community.

Family Services

The CPS Family Services Program covers the local government areas of Banyule, Nillumbik, Darebin and Whittlesea. The CPS Family Services Program works with children, parents, extended family, and community utilising a range of approaches including:

- Direct work with individuals and families, including direct therapeutic work with parents, children and family systems
- Groupwork
- Case Management, and
- Outreach, and in-reach, engagement programs to ensure early intervention and accessibility of family support to most vulnerable children and families

CPS is the lead agency of the North East Metro Child and Family Services (NEMCFS) Alliance, providing intake and assessment services via Child FIRST (Child & Family Information Referral Support Team) to the family support program provided by 9 community service organisations in the north east region of Melbourne. CPS Family Services teams, as an integral part of NEMCFS receives referrals primarily via Child FIRST, and participates in local government area services networks in the prioritization of referrals. CPS Family Services are developing targeted interventions to engage vulnerable children and families as early as possible with community supports and focusing upon developing CPS role in early childhood program and service development.

CORE RESPONSIBILITIES

Under the direction and support of the relevant Family Services Team Leader:

- Provide high quality family services case management, including direct case work, groupwork, counselling/therapy, community engagement or other relevant modes to vulnerable children and families.
- Comply with processes documented in the CPS Integrated Service Procedures Manual, in particular participate in cross-program assessments, develop care plans with clearly articulated goals, and participate in regular case review processes.
- Where appropriate, to co-ordinate and work jointly in care teams with other professionals and agencies involved with children and families you are working with.
- Staff employed at the SOC3 Level are expected to work with the more complex cases, or to have a higher caseload, or to have less individual supervision requirements than colleagues classified at a more junior level
- Provide support to the Team Leader and act in the Team Leaders role as required
- Delegation of leadership and management tasks by the Team Leader commensurate with the level of skill and experience indicated by the classification
- Capacity to supervise students
- Engage with local services as an active member of any network or forum to highlight issues of relevance to child and family welfare practice.

- Engage with local maternal and child health, community health, early childhood services, primary schools and other relevant services to assist better outcomes for vulnerable children.
- Engage with opportunities to build and promote safe and supportive environments for children.
- Develop the profile of CPS as a resource and source of advice and support to vulnerable children, families and communities.
- Actively promote and support engagement of CPS Family Services in the local community.
- Participate in monitoring and evaluating performance of the initiative with respect to CPS goals and in relation to relevant funding and service agreements.
- Contribute to practice knowledge and development within CPS and the broader child and family welfare sector.
- To be involved with other agency staff in evaluation and research activities committed to continuous improvement of service delivery.
- To be involved in the provision of Community and Professional Education and Training on issues relating to child abuse and neglect, particularly sexual abuse.
- To participate in staff development and supervision provided by the agency.
- To maintain accurate and up to date files, case notes and progress reports.
- Other duties as required.

KEY SELECTION CRITERIA

- High level skills and relevant qualifications in social welfare, psychology, early childhood, teaching or equivalent.
- Experience providing therapeutic services to vulnerable children and families in the community.
- A demonstrated personal value set that is aligned with CPS' organisational values.
- A demonstrated understanding and capability for working with diversity.
- A demonstrated robustness and resilience and a level of maturity that supports independent practice.
- A demonstrated level of self awareness relating to their own practice and relationships with others.
- Comfort with flexibility in working arrangements.
- Demonstrated commitment to personal professional development.
- Demonstrated capability to network with others both inside and outside organisational boundaries.
- Capacity to lead and support change at a policy and operational level.
- Highly developed written, verbal, interpersonal and public relations skills.
- Proven capacity to achieve program goals and targets within budget and timelines.

DESIRABLE

- Experience in project planning, implementation and evaluation
- Experience in community development models of practice

- Experience working within the family service, child protection, mental health, drug and alcohol, family violence or men's support fields.
- Experience in establishing and running therapeutic groups.
- Experience, skills or motivation to participate in the development and delivery of training programs.

CONDITIONS OF EMPLOYMENT

- Terms and conditions of employment shall be laid down in a Contract of Employment to be entered into by CPS and the employee.
- An attractive salary package will be negotiated, in accordance with the Social, Community, Home Care & Disability Services Industry Award 2010 (SW3), superannuation and the opportunity for remuneration packaging in line with CPS's Remuneration Packaging Policy will be offered.
- In accordance with the Fair Work Act 2009, either party can terminate employment within the initial 6 month period of employment by providing one week's notice. A performance review will occur within the first three months of employment to enable any performance issues or concerns to be identified and addressed within the initial six month period.
- The position is full time, thirty-eight hours per week. CPS does not pay any overtime and has a 'flexi-time' policy. In accordance with the Flexi-Time policy your supervisor must authorise any additional hours in advance.
- Under Victoria Workcover legislation, it is the applicant's duty to advise the CPS of any pre-existing medical conditions, which could be aggravated by the type of employment for which they are applying. Failure to do so seriously jeopardises any entitlement the employee might have for a work-related aggravation of that non-disclosed pre-existing condition.
- The successful applicant will be required to undergo satisfactory pre-employment checks, including 2 professional referees, completion of a pre-existing injury/disease declaration, Working with Children Check, National Police Check, International Police Check (for application who have lived and/or worked overseas) and proof of identity and qualifications.
- The successful applicant must possess and continue to hold a full Victorian Driver's Licence, which must be sighted. The agency requires that staff use agency vehicles for work-related activities whenever possible. However, if you are authorised to use your own vehicle for work-related purposes, mileage will be paid at the State Public Service Award rate. The agency will not accept liability for any damage incurred to staff vehicles whilst being used for work-related activities.
- CPS is a smoke free workplace.
- All other terms and conditions of employment will be in accordance with the Social, Community, Home Care & Disability Services Industry Award 2010 and CPS policies and procedures (as amended from time to time).

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