



Integrated Family Services

Integrated Family Services Case Worker

(0.7 EFT)

Position Description

Camcare was established in 1976 to meet the needs of people in the local area who sought community support.

Camcare is a not-for-profit community-based organization that operates from two sites at Ashburton and Camberwell.

Camcare delivers support services principally to individuals and families living in the City of Boroondara, and in addition the Integrated Family Services team provides in-home support in the Cities of Monash and Whitehorse. We seek to ensure the provision of high quality services, which will bring about significant improvements in the life and experience of the children, young people and families with whom we work.

Camcare receives funding from Local, State and Federal Governments. It also attracts funds from the support of private donations, philanthropic trusts and the community sector.

General Information:

Position title:	Integrated Family Services Case Worker
Reports to:	Integrated Family Services Team Leader
Organisation:	Camcare
Rate of Pay:	Social Worker Class II under the SCHADS (Social, Community, Home Care and Disability Services) Award 2010
Hours of Work:	0.7 EFT

Key Responsibilities:

- Promote the safety, stability and development of vulnerable children, young people and their families, and to build capacity and resilience for children, families and communities.
- Liaison with the Department of Human Services Child Protection, the Inner East Integrated Family Services Alliance and local agencies as directed by Team Leader.

Position Objectives:

The Integrated Family Services Case Worker will work in partnership with children, young people and families toward the achievement of their goals and the reduction of risks posed to children and young people's safety and well-being.

The Integrated Family Services Case Worker will be required to:

- Through effective case practice, address protective concerns and enhance family functioning whilst ensuring the safety and wellbeing of the child/ren, young people and family members.
- Manage clinical risk according to the "Best Interests" framework.
- Liaise and where necessary, consult with Community Based Child Protection Senior Practitioners (CBCPSP).
- Liaise effectively with the Inner East Integrated Family Services Alliance in support of a productive partnership model.

Key Responsibility Areas:

Clients:

- Work within a Child-focused, Family-centred approach to service delivery;

- Undertake comprehensive strengths-based needs assessment of client families, with a particular focus on risk assessment for high need cases; incorporate both the individual and systemic perspective;
- Undertake case management responsibilities, where appropriate;
- Utilize a full range of outreach strategies in order to engage with families who may be reluctant to use the service;
- Provide an in-home and agency based service as required;
- Work with families to strengthen parent capability to provide basic care, ensure safety and promote their child's development
- Work together with families to improve community connections and access to community resources.
- Establish a working relationship with families that demonstrates respect and honest communication, particularly about protective concerns and consequences;
- Negotiate realistic and achievable Child and Family Action Plans, in consultation with all family members ensuring active participation in decision making; and the inclusion of other relevant parties, which will be reviewed during the intervention period.
- Liaise with agencies involved with the family, especially Child Protection and Inner East Integrated Family Services partners.

Programs:

- Attend staff meetings, team meetings and staff training.
- Ensure that program requirements regarding case records, statistics and other data collection requirements are fulfilled.
- Ensure familiarity with a range of recognized, relevant therapeutic approaches and strategies, relevant to working with families.
- Participate in a learning culture, to ensure acquisition of new techniques and strategies that add to the service's repertoire of knowledge and skills.
- Participate in the development and delivery of group work for children and or parents
- Participate in community networks.

Key Performance Indicators:

- Working with families toward desired change, through direct case practice and support.
- Achievement of program targets and objectives.
- A collaborative, supportive and professional team environment.
- Evidence of effective communication, collaboration and advocacy with the Inner East Integrated Family Services Alliance, and other community stakeholders in addressing protective concerns for client families.

Qualifications:

Relevant Tertiary qualification in Social Work, Psychology or an equivalent qualification; eligibility for AASW, APS or an equivalent professional association.

Selection Criteria:

- Demonstrated skills in risk assessment and understanding of the Best Interests Case Practice framework.
- Demonstrated theoretical understanding and experience of individual and systemic casework practice.
- Demonstrated capacity to communicate effectively with diverse stakeholders.
- Experience in working with families in crisis, including a capacity to practice active engagement.
- Ability to think broadly in relation to child and family action planning, at the same time focusing on specific issues for resolution.

- Effective verbal and written communication skills.
- Experience in the community services sector, in particular in the child and family welfare system.
- Sound understanding and working knowledge of the Children, Youth and Families Act 2005 and the Child Wellbeing and Safety Act 2005 and other relevant legislation.
- Computer skills in Microsoft Office packages desirable.

Relevant Personal Characteristics:

- Ability to work harmoniously with a team of paid staff and volunteers.
- Good organisational and time management skills, and ability to be self directed.

Conditions of Employment:

- The position is 0.7 EFT
- Ongoing employment pending successful completion of 3 month probation period.
- Employment is under the conditions of the SCHADS (Social, Community, Home Care and Disability Services) Award 2010.
- Salary packaging is available.
- A driver’s license is required and access to own vehicle is desired, reimbursement is available. Camcare has a fleet of vehicles that can be utilized for client work.
- The position’s main base will be at our Ashburton site, but services may be required to be delivered from the Camberwell office at times.
- Pre-employment checks (including proof of identity, qualifications, driver’s license and three referees) are required.
- Employment is subject to a satisfactory criminal records and Working with Children check.

Ethical Requirements:

All Camcare employees are required to adhere to Camcare’s Code of Conduct.

Policy

- All staff will abide by Camcare’s policies and practices.

Philosophy of Camcare’s work

- All staff will work within the philosophical guidelines set out in the Camcare Aims and Objectives in the Constitution.

Signature of Incumbent: _____ Date _____

Signature of CEO: _____ Date _____