

Position Description

Position Title	Senior Case Worker – Child and Family Therapeutic Service
Position Number	Various
Classification	Level D
Reports to	Specialist Team Leader – Therapeutic and Social Support Services
Directorate	Strengthening Communities

Section 1

Purpose of this position

To provide therapeutic interventions to children, young people and their families affected by child sexual abuse and/or problem sexual behaviours to improve overall family functioning and outcomes for children.

Section 2

Key working relationships

<i>Internal</i>	<i>External</i>
Specialist Team Leader	Clients
Senior Case Workers – CAFTS	Other agencies

Section 3

Key result areas (KRAs)

- ▶ Service Delivery
- ▶ Administration
- ▶ Safety and Risk Management

This position description contains the key tasks and associated performance indicators for this position. The list of key tasks is not intended to be complete. Other tasks will be assigned from time to time to meet the needs of the organisation.

KRA 1: Service Delivery

<i>Key Tasks</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ▶ Apply professional expertise to provide assessment and develop a range of evidence informed, client-focussed therapeutic interventions tailored to meet the needs of children and their families/caregivers ▶ Implement and evaluate specialised intervention with individuals and families. ▶ Identify and act upon critical incidents of risk, such as disclosure of abuse and/or neglect of children, suicidal ideation or family violence. 	<ul style="list-style-type: none"> ▶ The completion of a clinical assessment for each client; ▶ Monitor service and participant progress; ▶ Provide intervention in a timely manner ▶ The development of coherent case formulations and treatment plans which address the unique and often complex needs of the client group. ▶ Critical incidents are responded to in accordance

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Key Tasks	Performance Measures
<ul style="list-style-type: none"> ▶ Actively develop relationships and engage with community services for the purpose of referral and case management of clients. ▶ Participate in regular supervision. ▶ Represent and promote the service and organisation according to UnitingCare West's mission, vision and values. 	<ul style="list-style-type: none"> with UCW policies and procedures. ▶ Attend regular networking meetings and liaise with relevant service providers. ▶ Active participation in the supervision process. ▶ Works within UnitingCare West's Strategic Plan.

KRA 2: Administration

Key Tasks	Performance Measures
<ul style="list-style-type: none"> ▶ Maintain a complex case load, including accurate and timely client and organisational documentation in accordance with UCW procedures. ▶ Effectively contribute to the development and review of service and organisation procedures / policies and professional practice. ▶ Provide statistics, reports, and other information as necessary. ▶ Prepare written reports for internal and external use, as required. 	<ul style="list-style-type: none"> ▶ Case notes and reports are written regularly, are accurate and stored appropriately. ▶ Attendance and active participation at meetings including team meetings and group supervision. ▶ Reports and other forms of communication written in a professional, accurate and timely manner.

KRA 3: Safety and Risk Management

Key Tasks	Performance Measures
<ul style="list-style-type: none"> ▶ Ensure that safety considerations are a priority in all work undertaken by employees and volunteers. ▶ Establish and maintain a working environment that is safe and free of harassment. ▶ Ensure that all incidents are effectively reported and investigated as per policy, with system and program improvements identified and actioned. ▶ Actively promote and encourage safety and health as a core part of employee communications. ▶ Ensure that safety training plans are identified for all employees and volunteers. 	<ul style="list-style-type: none"> ▶ Safety and risk proactively discussed at each team meeting ▶ Incidents reported and investigated in line with policy and procedures. ▶ Safety training plans in place and delivered. ▶ No accidents in the workplace as a result of unsafe equipment, furniture or work practices. ▶ No incidents relating to discrimination/harassment occur in the workplace. ▶ Hazards and potential hazards are identified and reported in accordance with OSH principles and standards and appropriate action is taken.

Any other duties that may arise from time to time which fall within the parameters of this role and within the level of skills, competency and training of the incumbent.

Section 4

Authority levels

This position reports to the Specialist Team Leader and works within UCW's Delegated Authority levels approved by the Board.

This position has the authority to make decisions in case work that takes into account the Attach consultation and supervision process.

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Section 5

Competency profile

Competencies

- Experience with service delivery to complex clients particularly children and families;
- Well-developed counselling skills;
- Demonstrated problem solving, negotiation and conflict resolution skills;
- Ability to work in potential conflict or high risk situations with clients;
- Excellent demonstrated interpersonal skills;
- Sound computer literacy;
- Ability to document case notes according to UCW's reporting procedures;
- Ability to work in isolation and in difficult circumstances;
- Commitment to working with people who may have different values, needs and beliefs;
- Sound administrative and report writing skills;
- Demonstrated ability to liaise with key stakeholders on a professional basis;
- Demonstrated ability to work within a small team
- Ability to set priorities and monitor workload
- Ability to work in ways that are congruent with the values of UnitingCare West and the Uniting Church in Australia.

Qualifications

- Relevant degree or substantial progress towards a degree (eg: Social Work or Psychology) and/or significant relevant experience;
- Current National Police Clearance;
- Current Working with Children Check;
- Current Provide (Senior) First Aid Certificate;
- Current 'C' class driver's licence.

Knowledge

- Knowledge of evidence based counselling and therapeutic interventions;
- Knowledge of evidence based parenting interventions;
- Knowledge and understanding of Aboriginal culture and ability to work with Aboriginal and culturally and linguistically diverse communities;
- Knowledge of issues facing the target population, including mental health, trauma, attachment, and parenting.

Experience

- Experience providing counselling for children especially where, trauma, attachment disruptions, family violence and mental health may be or may have been an issue.
- Experience working in or closely with a statutory child protection agency.

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