



POSITION DESCRIPTION

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| Title: | Senior Carer Practitioner |
| Enterprise Agreement: | Community Sector Multiple Enterprise Agreement 2009 |
| Classification: | Community Services Worker Grade 4 (NSW) commencing and negotiated dependent on qualifications and experience |
| Usual work location: | Southern OOHC Region – Nowra or Goulburn |
| Cost Centre: | 436 |
| Usual hours of work: | Full-time (76 hours) |
| Position Objective: | To coordinate and deliver recruitment, training, assessment and support services for foster carers and kinship carers, and to provide placement matching consultations for children and young people in Anglicare’s OOHC programs. The position will work with other team members in the foster care program to deliver these services, to ensure an integrated service delivery model which is strongly based on the theoretical frameworks of attachment, child development and the neurobiology of trauma with the service outcomes focused on quality permanency planning for children and young people. The position will mentor case management staff to develop positive relationships with carers and deliver quality therapeutic placement supports. |

**Position
Responsibilities:**

- Coordinate foster care recruitment activities, building systems that provide prompt and informed responses to carer enquiries and effective processing of carer applications.
- Ensure all required compliance and probity checks are completed for all carer applicants.
- Coordinate the delivery of introductory and ongoing training for carers.
- Provide consultation for other workers in relation to carer issues.
- Conduct carer assessments and prepare quality assessment reports for submission to the Principal Officer.
- Provide consultation to OOHC staff on all placement matching options for children and young people referred to Anglicare for foster/kin placement or for children/young people who require a placement transition.
- For the first 3 months of new or transition placements, jointly support placements with the allocated case manager to ensure a smooth transition to case management support.
- In collaboration with the Care Team develop the skills of case managers to therapeutically support foster care placements to maintain stability and safety in placements and to support permanent placement outcomes for children and young people.
- Oversee the development of ongoing therapeutic support plans and training for all carers.
- Conduct carer reviews.
- Provide consultation on all placements that are at risk of disruption.
- Work in alignment with Anglicare's vision, values and strategic plan.
- Work in accordance with Anglicare's overarching operational priorities and relevant policies and procedures.
- Participate in professional development activities.

Key behaviours:

Analysis

Reviews and analyses information and recommends a specific course of action.

Creativity

Develops new ideas and unique and novel solutions including through challenges to the status quo.

Decision Making

Makes decisions based on rational and logical assumptions and after considering organisational priorities.

Job Motivation

Is a self-starter and self-motivated and maintains a high level of enthusiasm for work responsibilities.

Leadership

Uses appropriate interpersonal styles and methods to guide individuals or groups towards achieving results.

Outcome focused

Identifies and accomplishes challenging objectives by doing whatever is necessary to achieve the goal.

Planning and Organising

Establishes a course of action and marshals resources to achieve a specific goal.

Problem Solving

Identifies and defines problems and feasible solutions through gathering and analysing information.

Key Skills:

- Well-developed leadership skills.
- Practice skills and experience to deliver therapeutic services for children, young people and their families.
- Practice skills in working with young people/carers to encourage their input into decision making regarding their needs and wishes.
- Experience in conducting complex family assessments.
- Well-developed organisational skills.
- Excellent communication, presentation and adult training skills.
- Excellent written skills and ability to prepare reports.
- Well-developed computer literacy skills, including word processing.
- Ability to negotiate with the complexity of stakeholders involved in the delivery specifically of statutory OOH.

Key knowledge areas:

- *NSW Children and Young Persons (Care and Protection) Act 1998.*
- NSW Child Safe Standards for Permanent Care.
- The NSW Department of Family and Community Services (FACS NSW) Guidelines for Case Management.
- Competency in Step by Step 2016 Assessment Tool.

Key experience:

- Demonstrated specialist training, knowledge and experience in the provision of service for children and young people in out of home care.
- Demonstrated experience in providing consultation and advice to carers and staff on placement planning and therapeutic matters related to children, young people and their families in a foster care context.
- Demonstrated experience in the provision of high level carer assessment reports and family assessment reports.
- Demonstrated skills and experience in the assessment of: attachment relationships, parenting capacity and children's development, safety and wellbeing.
- Demonstrated skills and experience in the delivery of training programs for carers.
- Experience in working with children, their families and carers involved in the statutory care system would be a distinct advantage.
- Previous training and experience in the delivery of therapeutic foster care would also be an advantage.

Qualifications:

Essential: Bachelor degree in either psychology or social work or related discipline; or having already substantially commenced these qualifications.

Requirements:

All applicants will be required to:

- Address the Key Behaviours, Key Skills and Key Knowledge areas against the Position Responsibilities as outlined in the Position Description.
- Have a Working with Children Check through the Office of the Children's Guardian (NSW).
- Undergo both a National Criminal History Check and a psychometric profiling instrument – Safe Select™ prior to appointment.
- Preferred 5 years' experience (minimum of 3 years) in working with children, young people, their families and/or carers, preferably in out of home care.

Reports to:

Regional Manager or other relevant senior position.