



Title:	Manager Family Preservation and Restoration Service
Enterprise Agreement:	<i>Community Sector Multiple Enterprise Agreement 2009 (ACT)</i>
Classification:	Community Service Worker (CSW) – Level/Grade 8 - \$100K (negotiable)
Usual work location:	Either Canberra, Sydney or NSW South or West, as convenient within the Anglicare NSW South, NSW West and ACT current service sites locations.
Cost Centre:	472
Usual hours of work:	Full-time (76 hours)
Position Objective:	<p>To guide the development and implementation of the Family Preservation and Restoration Service within Anglicare. The Family Preservation and Restoration Service will be a new service within Anglicare and will focus on achieving and supporting successful restoration of children and young people to their birth parents, and working with families in the community to prevent children and young people from entering statutory Out of Home Care (OOHC). The Position will develop and implement practice frameworks to support parents and families to increase their parenting capacity to provide sustained protective and nurturing care- for their children.</p>
Position Responsibilities:	<ul style="list-style-type: none">• Lead the implementation, development and delivery of the Family Preservation and Restoration Service.• Oversight the development of policies and procedures to support the implementation of the Family Preservation and Restoration service.• Recruit staff and develop service implementation sites from the current service delivery locations in each region.• Provide regular high quality reflective supervision to relevant staff.

- Build and develop a strong outcomes-focused team that works in alignment with Anglicare's Values and Sanctuary Commitments.
- Implement appropriate systems for effective service delivery, monitoring and evaluation.
- Ensure competent systems and infrastructure are in place to support service delivery and ensure consistency across teams.
- Ensure that the service is delivering 'evidence based' or 'promising practice' therapeutic parenting programs.
- Ensure that appropriate parental capacity assessments inclusive of risk and protective analysis are undertaken with parents and families, to inform case planning goals for restoration and prevention work.
- Develop and model a culture of respect and empowerment to support birth families engaged in restoration and prevention work.
- Work collaboratively with the Foster Care Support Teams to select, train and develop foster carers to provide placements to support the restoration of children and young people to their families.
- Implement family finding and/or family group conferencing services to support children, young people and their families to develop capacity to avoid entry into the statutory care system.
- Establish and maintain respectful and effective networks with other key stakeholders.
- Provide relevant training as required.

Key behaviours:

Client Focus

Recognises, anticipates and focuses on specific client needs and advocates on behalf of the client.

Decision Making

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

Initiative

Originates action and actively seeks to contribute rather than passively accepting situations.

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.

Supervision

Directs, motivates and trains a team through personal example while ensuring a productive team environment.

Key skills:

- Well-developed leadership, supervision and management skills.
- Significant practice skills and experience to deliver family preservation and restoration services for children, young people and their families.
- Practice skills in working with families, children and young people to encourage their engagement in decision making and care planning to address safety, care and wellbeing issues for all family members.
- Well-developed organisational skills.
- Ability to develop program policies and procedures to support the implementation of a new service.
- Excellent communication and presentation skills.
- Well-developed computer literacy skills, including word processing.
- Ability to negotiate with the complexity of stakeholders involved in the delivery specifically of statutory OOHC.

Key knowledge areas:

- Understanding of the key principles of child welfare legislation
- NSW Child Safe Standards for Permanent Care
- NSW Department of Family and Community Services (FACS NSW) Guidelines for Case Management

Key experience:

- Demonstrated specialist training, knowledge and experience in the provision of family preservation and restoration services for children, young people and their families.
- Demonstrated experience in the provision of court reports related to the safety, care and well-being of children and young people.
- Demonstrated experience in the supervision and management of staff.
- Demonstrated skills and experience in the assessment of parenting capacity.
- Minimum of 5 years' experience in working with children, young people and their families.
- Experience in working with children and their families involved in the statutory care system would be a distinct advantage.
- Previous training and experience in the delivery of family preservation service or evidence based therapeutic parenting programs, would also be an advantage.

Qualifications:

Essential: undergraduate tertiary qualifications in either Psychology or Social Work or related discipline and preferred post graduate qualifications in family therapy, counselling or attachment based therapies.

Reports to: Executive Manager, Child Youth and Family

Direct reports: Family Preservation and Restoration Practitioners