



## POSITION DESCRIPTION

<b>Title:</b>	Senior Carer Practitioner (Aboriginal and Torres Strait Islander Identified role)
<b>Enterprise Agreement:</b>	Community Sector Multiple Enterprise Agreement 2009
<b>Classification:</b>	Community Services Worker Grade 4 (NSW) as a minimum with salary negotiable dependent on qualifications and experience
<b>Usual work location:</b>	127 Byng Street Orange NSW 2800
<b>Cost Centre:</b>	500
<b>Usual hours of work:</b>	76 hours per fortnight
<b>Position Objective:</b>	To coordinate and deliver recruitment, training, assessment and support services for foster carers and kinship carers, and to provide placement matching consultations for Aboriginal and Torres Strait Islander children and young people in Anglicare's OOHC programs. The position will work with the Orange Aboriginal Medical Centre and 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 Aboriginal and Torres Strait Islander 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 Aboriginal and Torres Strait Islander children and young people referred to Anglicare for foster/kin placement or for Aboriginal and Torres Strait Islander 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 Aboriginal and Torres Strait Islander children, young people and their families.
- Experience in conducting complex family assessments.
- Excellent communication, presentation and adult training skills.
- Excellent written skills and ability to prepare reports.
- Ability to negotiate with the complexity of stakeholders involved in the delivery specifically of statutory OOHC.

**Key knowledge areas:**

- Competency in Step by Step 2016 Assessment Tool or willingness to undertake accreditation in SBS.
- Demonstrated experience in providing consultation and advice to carers and staff on placement planning and therapeutic matters related to Aboriginal and Torres Strait Islander 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.

- Previous training and experience in the delivery of therapeutic foster care would also be an advantage.

**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:

- Meet 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 the 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:**

Jointly Supervised by the Anglicare Regional Manager and OAMS Business Manager.

**Direct Reports:**

Carer Support Worker