

POSITION DESCRIPTION

Title:	Child Development Practitioner	Level of work/ Grade:	UnitingCare Community Enterprise Agreement 2012-14 Professional and Administrative Workers Schedule Level 5
Business Unit or Function:	Family and Disability Services	Facility/ Cluster/ Region:	Supported Accommodation/ Koolkuna/Kalparrin Women's Refuge
Department / Service / Program:	DFV & Homelessness Services / Koolkuna/Kalparrin Women's Refuge	Reporting to:	Service Leader
Direct Reports:	NIL	Indirect Reports:	NIL
Delegation:	NIL	ANZSCO Code:	NIL

OUR ORGANISATION

UnitingCare provides health and community services to thousands of people every day of the year through its services in Health, Aged Care and Community Services, Family and Disability Services, Retirement Living and Retail. These services encompass 8 major brands including UnitingCare, Blue Care, The Wesley Hospital, St Andrews, Buderim Private and St Stephens Hospitals, Lifeline and ARRCs (Australian Regional and Remote Community Services).

OUR VALUES

UnitingCare acknowledges that people are informed by a variety of belief systems. As an organisation we are called to support people to 'live life in all its fullness' (John 10:10) strengthen by our shared values and guided by our mission framework.

It is a requirement of all employees to express these shared values through their actions, behaviours, practices and outcomes:

Compassion: Through our understanding and empathy for others we bring holistic care, hope and inspiration

Respect: We accept and honour diversity, uniqueness and the contribution of others

Justice: We commit to focus on the needs of the people we serve and to work for a fair, just and sustainable society

Working Together: We value and appreciate the richness of individual contributions, partnerships and teamwork

Leading through Learning: Our culture encourages innovation and supports learning

POSITION PURPOSE

This is a specialised position designed to support the developmental and behavioural needs of children impacted by domestic and family violence, living in the refuge. The role focuses on assessing and addressing the complex emotional, psychological, and developmental issues that arise from experiencing Domestic and Family Violence. You will work closely with Case Workers and provide tailored support to Caregivers/Mums to enhance their parenting skills and to increase their confidence in managing their children's behaviours.

KEY ACCOUNTABILITIES	
Child Assessment and Planning:	<ul style="list-style-type: none"> • Conduct assessments of children's developmental, emotional, and behavioural needs. • Develop individualised development plans in collaboration with the child and their Mother/Caregiver
Direct Child / Family Support:	<ul style="list-style-type: none"> • Operate as a specialist in the area of child development and knowledge of the impact of trauma on children; and provide expert advice to other members of the team, including those at lower classification levels • Deliver therapeutic interventions to children, young people and their Mother/Caregiver impacted by Domestic and Family Violence. • Develop and deliver child development focused activities/programs and parent-child interactive experiences • Facilitate one-on-one and group-based therapeutic interventions and activities for children and parents/caregivers that support safety, healing and skill building within parent/child attachment
Parental Support and Education:	<ul style="list-style-type: none"> • Develop and deliver parenting programs and workshops to Mothers/Caregivers to increase their understanding of child development and behaviour management. • Provide ongoing coaching and support to Mothers/Caregivers, helping them implement strategies at home. • Support Mother/Caregiver to strengthen their parenting skills to improve their child's safety, wellbeing and development
Linking to Community	<ul style="list-style-type: none"> • Facilitate social learning, community connectedness, good health and wellbeing opportunities
Collaboration and Advocacy:	<ul style="list-style-type: none"> • Work closely with Case Workers, schools, and healthcare professionals (NDIS/IFS etc.) to coordinate comprehensive support for families. • Advocate for children's needs within the refuge and in external services (e.g., schools, health services). • Support with attendance at required appointments (eg. Medical, school enrolment etc)
Program Development and Evaluation:	<ul style="list-style-type: none"> • Establish programs and procedures relevant to the role that foster collaboration across various disciplines to assist in the development of service-wide programs • Contribute to team-based processes aimed at achieving quality client outcomes • Develop and refine programs that address the specific needs of children impacted by Domestic Violence in an accessible and appropriate manner for crisis accommodation • Monitor and evaluate the effectiveness of interventions, adjusting as necessary.
Communication:	<ul style="list-style-type: none"> • Demonstrate a high level of interpersonal communication and written skills with a demonstrated ability to communicate with and engage children and families who may come from diverse backgrounds with an array of complex social and family concerns.
Organisational:	<ul style="list-style-type: none"> • Positively represent the activities of UnitingCare and assist in the development and maintenance of sound working relationships with relevant statutory, government and community agencies to facilitate positive outcomes for clients • Contribute to and maintain accurate and quality record keeping utilising UnitingCare record management systems in line with UnitingCare Policy and Procedures • Participate in an out of hours on call roster as needed

	<ul style="list-style-type: none"> Undertake other duties as and when directed and within the scope of the role
Leader of Self	<ul style="list-style-type: none"> Achieve results through personal proficiency and demonstrate high-quality technical or professional work. Embrace the organisation's mission, values and future directions. Demonstrate daily discipline through effective management of own time and priorities, work autonomously and control or monitor the flow of work within your area of scope Meet performance expectations and deadlines for projects or other work-related tasks Act as a team player and foster a safe work environment for self and others. Build effective working relationships for personal benefit and to deliver results Appropriately use company tools, processes and procedures.

QUALIFICATIONS/LICENCES, KNOWLEDGE AND EXPERIENCE

QUALIFICATIONS

Essential

- Tertiary qualification in a relevant human service field with relevant experience in previous roles working with children impacted by Domestic and Family Violence

KNOWLEDGE AND EXPERIENCE

Essential

- Experience in delivering therapeutic interventions with children, young people and their caregivers who have been impacted by Domestic and Family Violence
- Demonstrated specialist skills and knowledge of child development
- Demonstrated understanding of family functioning, parenting and attachment
- Demonstrated understanding of the impact of trauma on child development and family functioning
- Demonstrated experience in facilitating groups that enhance parenting skills (eg Circle of Security, Positive Parenting Program, Bringing Up Great Kids etc)
- Strong interpersonal communication skills and highly developed written skills
- Demonstrated understanding of cultural awareness and an ability to work effectively with families from difference socio-economic and cultural backgrounds
- Demonstrated ability operate within a case management framework including the ability to manage and maintain client documentation and proficiency in use of computer systems and software
- Ability to work with the beliefs, mission, values and policies of UnitingCare Qld Ltd and adhere to the provisions of the Workplace Health and Safety and other Legislation as they apply to the region's services
- Commitment to working within the beliefs, mission and values of UnitingCare Qld Ltd and adhering to policies and organisational requirements and processes.

ADDITIONAL REQUIREMENTS/INFORMATION

- All positions are required to participate in shared on call duties, covering weeknights and weekends.
- Current QLD Open Drivers Licence – Presentation of a current Drivers Licence must be made before your appointment to the position can be confirmed.
- Working with Children Check – Employment is conditional upon presentation of a current Suitability Card (Blue Card)
- A criminal history check may be conducted on the recommended person for this position

- The successful applicant must be eligible to legally work in Australia and proof of eligibility will be requested.
- The successful applicant must be eligible to legally work in Australia and proof of eligibility may be requested.
- A criminal history check may also be conducted on the person recommended for this position.

UnitingCare is committed to 'Closing the Gap' in life expectancy and opportunities for Aboriginal and Torres Strait Islander People and all executives are expected to support UnitingCare's contribution to Reconciliation.

UnitingCare is committed to being a Child Safe, Child Friendly organisation and will:

- *Provide welcoming safe and nurturing services for children*
- *Implement measures to prevent child abuse and neglect within our services*
- *Appropriately and immediately address child abuse and neglect if it does occur.*

BEHAVIOURAL CAPABILITIES

Customer* Focus

Sees the world through the eyes of our customers and communities, ensuring they are at the centre of everything we do.

**'Customer' refers to clients, patients, residents, families, VMPs, government bodies and all other persons accessing or interacting with our services*

Achieves Objectives

Delivers quality outcomes, ensuring decisions are based on evidence and resources are used sustainably.

Collaborative Partnerships

Builds strong internal and external collaborative partnerships.

Innovation

Champions the development and implementation of innovative solutions.

Change Agility

Leads self and others through change, managing ambiguity and personal growth to deliver sustainable outcomes.

SELECTION CRITERIA

1. Bachelor qualification in Psychology, Social Work, Counselling or equivalent and a minimum of two (2) years' experience working therapeutically with children, young people and adults using a range of therapeutic interventions that improve emotional and psychosocial development and wellbeing
2. Demonstrated ability to work with children and parents to strengthen and support parent-child attachment relationships
3. Demonstrated knowledge of specific issues facing children who have experienced DFV and the impacts of trauma on child development
4. Creative approach and experience in designing and delivering child development focused activities and parent-child interactive experiences
5. Demonstrated high level of interpersonal, oral and written skills
6. Demonstrated ability to communicate and network with multiple service providers to ensure clients' needs are met
7. Demonstrated ability to work independently and as a member of a team
8. Commitment to working within the beliefs, mission and values of UnitingCare Qld Ltd and adhering to policies and organisational requirements and processes.