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| Department of Families, Fairness and Housing |
| Position Description |
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| Position Title: | Advanced Child Protection Practitioner |
| Position number: | Various |
| Branch/Division/Team: | Child Protection |
| Work location: | Victoria |
| Classification: | CPP4 |
| Employment status: | Ongoing - Full-time |
| Salary range: | From $92,332 to $104,762 (plus superannuation) |
| Position reports to | Team Manager |
| Position contact: | cpgobalattraction@dffh.vic.gov.au |
| Closing date: | **Midnight – Friday 31st May 2024** |

# Role purpose

The Advanced Child Protection Practitioner receives and assesses reports of alleged abuse and neglect of children and young people. They undertake investigations and develop plans to bring about the changes necessary to ensure the safety, stability and development of children and young people and to promote the achievement of case plan objectives within specified timeframes. This may include taking matters to court.

# Department of Families, Fairness and Housing

The creation of the Department of Families, Fairness and Housing will allow for a dedicated focus on the community wellbeing and the social recovery of Victoria. The newly formed department will enable us to continue the extraordinary work of supporting Victorian’s, sharpening our focus on better services for 2021. It will also provide opportunities to deliver important work started before the pandemic and to lead bold and innovative reform. The department includes Child Protection, Prevention of Family Violence, Housing and Disability and Ageing and Carers. The department is also responsible for the key portfolios of Multicultural Affairs, LGBTQI+ Equality, Veterans and of offices of Women and Youth, enhancing the alignment with policy areas and portfolios focusing on the recovery and growth of our diverse communities. The department also supports Family Safety Victoria, Homes Victoria, and Respect Victoria.

# Key accountabilities

At this level, the role has significant practical experience in these areas, and demonstrates these capabilities consistently in all settings/situations. Supports, advises, and guides other colleagues on the application of these capabilities in their work.

1. ***Critical Assessment and Reflection***
   1. Risk assessment and analysis - gathers information through a variety of sources and technologies in order to identify, articulate, and plan for the risks relating to each situation. Applies a strong forensic lens, and professional judgement, to analyse the available evidence.
   2. Case planning review and case management - draws insights from assessment and analysis to formulate a meaningful and effective case plan, and reviews case progress and outcomes. Co-ordinates and leads the planning, review, and management of casework within DFFH and across other agencies and services.
   3. Critical enquiry - uses evidence-based frameworks to investigate issues and is able to understand the root cause of each issue as well as the potential implications.
   4. Standardised reporting - uses standardised reporting frameworks when recording case data, and when documenting care solutions provided.
   5. Reflective practice - critically reflects on what they are doing in their role and uses this reflection to influence their practice.

***2. Engaging Others***

* 1. Child centred and family focused relationship-based practice - focuses on the child and incorporates the family and social network, to deliver timely and proactive solutions.
  2. Collaboration - engages, consults, and co-designs solutions with children and their families, other practitioners and teams, agencies, services, and the community, in order to deliver the best outcomes for children and their families.
  3. Knowledge sharing - exchanging critical information across the system, both internally and externally, to ensure shared understanding, and timely and appropriate action for clients.

1. ***Delivering Results*** 
   1. Problem solving - integrates knowledge and internal insight with leading practice and research to address problems.
   2. Culturally informed practice and safety - understands and applies culturally informed practice that is focused on the child in the context of their family, in a way that considers situations, activities, decisions, and outcomes from the perspective of each stakeholder’s cultural background.
   3. Business operations - effectively uses business technology, systems, procedures, and financial and political nous, to achieve the best outcome(s) for clients.
   4. Evaluating and delivering program improvements - works with colleagues and key stakeholder to evaluate programs, identify opportunities, develop solutions, and identify and overcome barriers to continuously improve program outcomes.
   5. Packaging of support - is able to effectively plan for the purchasing of services, manage budgets, and allocate finances, to achieve the best outcome(s).
2. ***Leading and Inspiring*** 
   1. Practice leadership - leads children, families, and stakeholders through child protection assessment and decision making in an open, informed, proactive, and assertive manner.
   2. Collective leadership - demonstrates how to team with colleagues, in order to provide staff with a deeper meaning and value, as well as a strong leadership team.
   3. Developing others - Coaches, guides, and shares knowledge with colleagues to encourage learning and reflection.
   4. System leadership - drives relationships and effective working within DFFH and across other systems, to create a shared purpose, improve standards, and challenge the status quo.
3. ***Role Specific Accountabilities*** 
   1. Support the screening, identification, and triage function for referrals within The Orange Door by providing relevant information from CRIS.
   2. Contribute to the assessment of risk to children based on information in the referral, information gathered from CRIS and from other agency databases within The Orange Door.
   3. Provide recommendations where a further risk-based consultation should occur between The Orange Door and The Senior Child Protection Practitioner Community Based (based on the risk identified during the screening, identification, and triage process).
   4. Notify and liaise with child protection where a referral has been received in relation to an open child protection case to support streamlined service delivery between child protection and The Orange Door.

# Key selection criteria

## Capabilities

1. Understands child development - Identifies normal developmental stages within a child’s life and understands attachment and trauma theories as they relate to child protection practice.
2. Identifies risks to children – identifies factors that place a child at risk of abuse or neglect and articulates this risk verbally and in writing to a range of stakeholders including parent, children, and other professionals.
3. Understands the legislative and statutory framework - understands and embeds the Child Youth and Families Act (2005) in practice, including the core responsibilities and principles of the Act.
4. Works confidently with families impacted by drug and alcohol abuse - demonstrates an understanding of the legislative, policy, and practice requirements relating to families impacted by drug and/or alcohol abuse and is able to apply these skills in practice.
5. Works confidently with families impacted by family violence – demonstrates an understanding of the legislative, policy, and practice requirements relating to family violence and is able to apply these skills in practice.
6. Works confidently with Aboriginal children and families - demonstrates an understanding of the legislative, policy and practice requirements relating to Aboriginal children, families, and communities and the ability to apply case practice and decision-making.
7. Operates effectively in a fast-paced and changing environment - operates effectively and delivers results in fast-paced, an ambiguous and changing environment.
8. Confidently prepares for court - initiates, prepares, and presents in Children’s Court, or other tribunals.
9. Communicates risk and risk-related concepts verbally - confidently conveys ideas and information in a clear and interesting way. Understands and meets the needs of target audiences (delivers the right information to the right people). Welcomes constructive feedback. Sees things from other’s points of view and confirms understanding.
10. Writes professionally and convincingly - prepares complex briefs, letters, emails, and reports using clear, concise, and grammatically correct language. Edits written communications to ensure they contain the information necessary to achieve their purpose and meet audience needs. Ensures appropriate style and formats are used.

## Personal qualities

* 1. Adaptable: Is flexible and adaptable to change and accepts and integrates new information as a matter of course.
  2. Decisive: Makes rational and sound decisions based on consideration of the facts and alternatives.
  3. Emotionally regulated: Regulates emotions in the face of distressing and alarming circumstances, to ensure the best outcomes are achieved for clients.
  4. Resilient: Responds thoughtfully and reflectively to distressing information, appropriately seeks guidance and support, communicates effectively with others to undertake child centred work in the face of challenging situations.
  5. Open and curious: Adopts an open and curious approach to child protection work.
  6. Takes initiative: Works proactively in creating solutions and solving problems.

## Qualifications

## Mandatory

* A recognised Social Work degree or a similar welfare or behavioural related degree which includes:
  + - 1. a primary focus on child development, human behaviour, family dynamics and/or impacts of trauma; and preferably
      2. a practical component such as counselling or case work practice

#### and

* A valid driver’s licence.
* A current Working with Children Check (WWCC) card.
* A current Social Work professional membership

# Values and behaviours

The Department of Families, Fairness and Housing employees are required to demonstrate commitment to:

**The public sector values and behaviours** – responsiveness, integrity, impartiality, accountability, respect, leadership, and human rights.

**Recordkeeping** – The department is committed to good record keeping and requires all staff to routinely create and keep full and accurate records of their work-related activities, transactions, and decisions, using authorised systems.

**Diversity** – The department values an inclusive workplace that embraces diversity and strongly encourages applications from Aboriginal people, people with disability, people from the LGBTQI+ community, and people from culturally diverse backgrounds.

# Important information

The salary range for this position is set out in Schedule B of the *Victorian Public Service Enterprise Agreement* 2020. For further information refer to [Department of Treasury and Finance](https://www.dtf.vic.gov.au/home) <https://www.dtf.vic.gov.au/home>).

Department policy stipules that salary upon commencement is paid at the base of the salary range for the relevant grade. An executive delegate must approve any above base requests. These will be by exception only or where required to match the current salary of a Victorian Public Service staff transferring at-level.

Individuals who have received a Voluntary Departure Package from a Victoria Public Service department/agency are ineligible for re-employment for a minimum of three calendar years from the date of separation.

Individuals who have received an Early Retirement Package (ERP) from a Victoria Public Service department/agency are ineligible for re-employment for a minimum of 12 months from the date of separation.

The department is a key emergency management partner and contributes significantly to Victoria’s emergency management arrangements. As part of a whole-of-government agreement, employees may be required to undertake training in emergency management and support functions during an emergency and may be redeployed to facilitate this need.

The department provides and maintains a safe working environment that does not risk the health of its employees.

# Pre-employment checks

All appointments require reference checks, national criminal records checks and pre-employment misconduct screening. Some positions also require a Working with Children Check and screening through the Disability Worker Screening List.

Applicants who have lived overseas in one country for 12 months or longer in the last ten years must provide international police check from the relevant overseas police agency. Applicants can obtain a check through an organisation providing international police checks via an internet search.

Pre-employment checks may include checking whether an applicant’s name is on the Disability Worker Screening List. This incorporates:

* the Disability Worker Exclusion List which includes names of persons unsuitable for employment as a disability support worker in a disability residential service provided, funded or registered by the Department of Families, Fairness and Housing.
* the National Disability Insurance Scheme Quality and Safeguards Commission which has compliance and enforcement actions, including banning orders
* the Victorian Disability Worker Commission prohibition orders.

# COVID-19 Vaccination

The department strongly recommends (but does not mandate) that employees maintain their COVID-19 vaccination status in accordance with current [**ATAGI (Australian Technical Advisory Group on Immunisation) advice**](https://urldefense.com/v3/__https:/dffhinternalcomms.cmail20.com/t/y-l-pykfdk-idikkrlhur-y/__;!!C5rN6bSF!H6CXxDfLBvqg9rEgbXDpYWA3WTHZn2OnDJhKeq0kxH-ACrRChd8KszaSeb1LyWwAcRzC24ygBFEglV9-MxD2nlA3BC5C4uEEwWgG6qpjPw$), given their individual circumstances. As of June 2023, DFFH does not require evidence of COVID-19 vaccination status.

# Further information

For enquiries regarding the position please phone the contact on the position description. If you experience difficulties in applying online, please contact Workforce Services via email at [COPLWorkforceServices@dffh.vic.gov.au](mailto:COPLWorkforceServices@dffh.vic.gov.au)

DFFH values the contribution of all employees and fair and equitable treatment of all people is integral to all activities. As such, the DFFH offers reasonable adjustments for applicants with disabilities on request at [COPLAboriginal&DiversityWorkforce@dffh.vic.gov.au](mailto:COPLAboriginal&DiversityWorkforce@dffh.vic.gov.au)

For further information visit [‘About the Department’ on Department of Families, Fairness and Housing’](https://www.dffh.vic.gov.au/about) <www.dffh.vic.gov.au/about>.

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