

# Position Description

## Social Worker - Truancy

### Why work with us

Every child and young person deserves a great education.

We have a strategy that aims to unlock every child’s potential now and into the future, one that in partnership with learners, students, parents and the wider South Australian community will build a world-leading public education system. One that is equitable and prioritises learning and wellbeing.

Together we will make our education system the best it can be.

When our children and young people thrive, so do our communities and our state.

### Our values

We are part of the South Australian public sector and share the values of:

							
<b>SERVICE</b>	<b>PROFESSIONALISM</b>	<b>TRUST</b>	<b>RESPECT</b>	<b>COLLABORATION &amp; ENGAGEMENT</b>	<b>HONESTY &amp; INTEGRITY</b>	<b>COURAGE &amp; TENACITY</b>	<b>SUSTAINABILITY</b>
We proudly service the community and the South Australian Government.	We strive for excellence.	We have the confidence in the ability of others.	We value every individual.	We create solutions together.	We act truthfully, consistently, and fairly.	We never give up.	We work to get the best results for current and future generations of South Australians.

### About this role

The Student Support Services (SSS) team works with schools and preschools to assist them to support the strengths, opportunities and additional needs of learners. This service is time-limited and based on identified and agreed upon goals, recorded in a service plan. The nature and level of support is tailored to each site’s needs.

The trend of increasing learner complexity is well documented in the literature. Children and young people may have experienced violence, abuse or other trauma and live within a complex family dynamic. Increasing numbers of children and young people are being identified with complex learning difficulties and disabilities often with co-existing conditions such as autism and attention deficit/hyperactivity disorder. Increasing numbers of children are in schools who have difficulties arising from premature birth, have survived infancy due to advances in medical interventions, have rare neurological disorders and foetal alcohol syndrome. Behavioural issues are becoming increasingly more challenging and complex with a range of co-morbidity factors (including mental health) that require skills and expertise to identify underlying causes to better address the needs of the children and young people.

The Social Worker - Truancy is a member of an inter-disciplinary team and works with children and young people with truancy, attendance, engagement and retention issues and their families. The Social Worker works with preschool and school staff, and parents to develop evidence-based interventions that include proactive, targeted and intensive strategies that can be adapted for learning and home contexts. This position works with the professional support of the Senior Social Worker.

Student Support Services are on a cultural response journey, as such we value and prioritise Aboriginal ways of knowing, doing and being.

<b>Position title</b>	Social Worker – Truancy
<b>Classification</b>	AHP2
<b>Division</b>	Support and Inclusion
<b>Directorate</b>	Student Support Services
<b>Location</b>	Student Support Services local office, with flexible working arrangements available
<b>Reports to</b>	Senior Social Worker Truancy
<b>Direct reports</b>	Nil
<b>Role description date</b>	August 2025

### What you will do (key outcomes)

1. Apply comprehensive assessment processes to identify factors that contribute to truancy, attendance, engagement and retention issues at individual, whole site and Partnership levels. Apply professional knowledge and professional judgment in the selection and adaptation of evidence-based interventions in a range of contexts, including the learning environment, specialist learning setting and home setting.
2. Provide a broad range of professional and direct services across service settings at the individual, group, whole site and Partnership level. Develop multi-levelled interventions that include proactive, targeted and intensive strategies in partnership with preschool and school staff and parents.
3. Contribute to the induction and professional support of other truancy staff and supervision of student placements, as requested by Senior Social Worker and in collaboration with the Team Manager
4. Undertake case coordination and management for learners requiring multiple services within and outside the agency, in collaboration with other team members, including managing and prioritising personal workloads by developing workload management plans and efficiency initiatives.
5. Proactively seek opportunities to improve work practices and services, by monitoring service access and outcomes, emerging trends and community needs, and contributing to the ongoing evaluation of services. This includes contributing to discipline-specific and multi-professional research, service development, innovative practices and initiatives, and advances of techniques used, and undertaking research, data analysis, the evaluation of services and the development of recommendations to assist management decision making.
6. Apply effective communication skills with clients and stakeholders in relation to proper service

delivery practices, including seeking client feedback on services. Respond positively to client complaints and feedback and as required, contribute to investigations of client complaints with a view to informing systematic improvements in services.

7. Liaise with non-government and other government organisations to support the provision of competent and expert clinical services.
8. Contribute to the provision of strategic information for the department through undertaking the analysis and interpretation of local data on behalf of the Senior Social Worker.
9. Work with the team to contribute to support positive culturally inclusive environments. Seek to better understand Aboriginal cultural perspectives and take steps to weave these into everyday practice.
10. Help to maintain a safe and healthy working environment by proactively reporting incidents, hazards and injuries.

### The capabilities you will bring (key competencies)

- **Psychosocial Assessment and Intervention:** Demonstrated experience in undertaking psychosocial assessments, group facilitation, training delivery and case management within the Social Work discipline. This includes providing professional expertise to other professionals, analysing and evaluating complex information for report writing and assessments, and applying professional knowledge and professional judgment in the selection and adaptation of evidence-based interventions in a range of contexts.
- **Collaborative Engagement and Strategy Development:** Demonstrated ability to engage effectively with other professionals in the conduct of needs-based assessments, and the development and implementation of evidence-based strategies for change and growth in children, young people and systems.
- **Trauma-Informed Knowledge:** Proven knowledge of current research and knowledge relating to children and young people who have experienced trauma and/or have complex learning difficulties, including an understanding of the processes of assessment and case management required for children and young people facing a challenging and complex range of co-morbidity factors.
- **Teamwork and Initiative:** Demonstrated ability to work effectively as part of a inter-disciplinary team, and to critically reflect and evaluate own work, analyse and resolve problems and conflict, maintain positivity under pressure. Able to apply professional judgement and decision making when required to contribute to the development of new and innovative service models and/or strategies that respond to the changing needs of the agency.
- **Communication:** Highly developed interpersonal skills that values individual diversity and will foster interagency networking and negotiation with other professionals and consultation and interaction with families across the socio-economic spectrum including from diverse cultures, in a range of complex and sensitive situations.
- **Cultural Inclusivity and Awareness:** Contributes to a culturally inclusive workplace and is committed to continuing to reflect on and develop own cultural awareness and practices.
- **Work, Health and Safety:** Demonstrate knowledge and commitment to promoting and creating a safe and inclusive work environment, and the legislative requirements of Equal Opportunity and Work Health and Safety legislation.

Who you will work with (key relationships)	Qualifications
<p><b>Direct working relationship</b></p> <ul style="list-style-type: none"> <li>Senior Social Worker (depending on location may be based offsite)</li> </ul> <p><b>Internal Working Relationships</b></p> <ul style="list-style-type: none"> <li>Support Services Assistant Directors, Team Manager, Social Workers, Psychologists Speech Pathologists Behaviour Support Coaches, Special Educators, Special Educators (Hearing), Aboriginal Education Directorate staff, educators and site leaders in pre-schools and schools, relevant state office personnel</li> </ul> <p><b>External working relationships</b></p> <ul style="list-style-type: none"> <li>Government and non-government agencies, professional associations and interstate systems/sectors, families and community groups.</li> </ul>	<p><b>Essential:</b> An appropriate degree or equivalent which gives eligibility for full membership of the Australian Association of Social Workers.</p> <p><b>Desirable:</b> Nil</p>

Corporate responsibilities	Special conditions
<p>Keep accurate and complete records</p> <p>Act appropriately in line with the Public Sector Code of Ethics at all times</p> <p>Support diversity and promote an inclusive workplace for everyone</p> <p>Maintain a commitment to Work Health and Safety legislative requirements</p>	<p>You must have a current driver’s license and be willing to drive</p> <p>You may be asked to work out of hours</p> <p>You may need to travel within or outside South Australia</p> <p>You need to achieve mutually agreed performance goals</p> <p>You must have a current Working with Children Check</p> <p>You must do Responding to Risks of Harm, Abuse and Neglect – Education and Care training</p> <p>You must be an Australian resident or provide evidence you have a current work permit</p>

<p><b>Assessed by:</b> Hannah Matthews, P&amp;C Advisor</p>		<p><b>Approved by:</b> Claire Simmons, Director, Student Support Services</p>	
<p><b>Date:</b> August 2025</p>		<p><b>Date:</b> August 2025</p>	