

Senior Practitioner

Department for Child Protection

*Nurturing happy, healthy kids so they
can grow up safe and reach their full potential.*

CLASSIFICATION:	AHP2 / PO2	DIRECTORATE:	Multiple
REPORTS TO:	Supervisor	FTE:	1.0
ROLES REPORTING TO THIS ROLE:	Nil		

ABOUT THIS ROLE:

The Senior Practitioner is a role within the Department for Child protection (DCP) and is accountable to the Supervisor. The role is responsible for enhancing Social Worker capacity and the provision of effective case management, fostering good working and reporting relationships whilst providing consultation, advice and training to DCP, Government and non-government agencies and workers, including practice development of workers and quality assurance through providing advice on improvements to service delivery. The role is also responsible for promoting the programs of the department and assisting in the further development of social work knowledge and practice and providing services that are inclusive of Aboriginal people and people from culturally and linguistically diverse backgrounds and evaluates and delivers case management service improvements.

Notation: A PO2 will have a professional understanding of theory, techniques, practices and principles gained through degree level discipline-based study and acquired experience.

YOU WILL BE ADDING VALUE BY:

- Further developing technical competence of Social Workers/Case Managers.
- Consult with Social Workers, Case Managers, Psychologists, Principal Social Workers, Principal Aboriginal Consultants, Aboriginal Family Practitioners and Supervisors regarding professional practice and cultural issues, departmental policies, procedures, legislation and staff development needs.
- Assist Social Workers/Case Managers in planning and preparing of difficult case conferences, assessment panels, court hearings and reports.
- Provide a specialist opinion or recommendation to support Youth Court processes and act as a witness in court proceedings in a child-centred manner using a critical enquiry and solution based case management approach, and infant specific models to inform practice and support interventions.
- Provide mentoring and coaching to developing Social Workers/Case Managers and Aboriginal Family Practitioners to enable their progression and cultural inclusiveness of quality practice.
- Contribute to the development and delivery of workplace learning and development opportunities.
- Chair selected case conferences, assessment panel meetings and prepare reports when appropriate.
- Undertake regular reviews of cases to ensure that effective plans are in place and appropriate case management is occurring.
- Apply the Solution Based Casework approach and evidence based research to inform sound case management and culturally inclusive practice.
- Monitor the progress of plans and make recommendations to amend the plan as necessary in light of changed knowledge and circumstances.
- Prepare reports for Principal Aboriginal Consultants, supervisors and managers on file audits, which include recommendations on case direction.
- Research new techniques and methodologies which support social and cultural work practice and suggest changes to work practice.
- Contribute to policy and research by actively fostering and participating in policy development on welfare issues.
- Participate in, promote and monitor quality-auditing practices in locations
- Create/support systems which enable the office to track timelines for visits, reviews etc.
- Any other responsibilities in line with the classification level of the role as assigned by Line Manager and/or the Department. The responsibilities as specified above may be altered in accordance with the changing requirements of the role.



- 8. Provide professional guidance/direction on very complex cases.
- 9. Be an expert witness in case management practice, this may include court attendance
- 10. Provide employees with guidance and insight in how to undertake sound case management practice.
- 20. Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards, and injuries in accordance with DCP policy & procedure and cooperating and complying with reasonable instructions of DCP line management and WHS Officers.

WHO YOU WILL WORK WITH:

Internal

- Supervisor (line manager)
- Principal Social Workers (professional development)
- Senior Managers, Principal Consultants across DCP

External

- Other business units within the Department for Child Protection
- Other government and non-government organisations

QUALIFICATIONS

Essential:

AHP – A degree level qualification in Social Work, which gives eligibility for full membership of the Australian Association of Social Workers.

Persons of Australian Aboriginal or Torres Strait Islander descent, who have the appropriate background and skills but do not have the essential qualification, may apply for and be engaged/assigned to the role of Social Worker and will be entitled to apply for any Allied Health Professional roles requiring a qualification in Social Work within the Department for Child Protection (DCP).

PO – Appropriate degree qualification in Community Services, Social Sciences, Human Services, Health or related field.

YOUR CAPABILITIES:

- Demonstrated ability to develop and maintain strong working relationships with people both within government, non-government sector and community.
- Experience in reviewing cases and providing reports which include status updates and recommendations for improvements.
- Demonstrate knowledge of the Children’s Protection Act, Young Offenders Act and social work / case management theories and methodologies.
- Experience in providing sound and practical advice on professional social work / case management matters through and to contribute to the team’s professional development.
- Demonstrate ability to analyse problems, initiate constructive discussion and debate and to assess and differentiate between actual and desirable outcomes.
- Ability to develop workers skill and competency and to apply Social Work / Case Manager Methodologies into their practice approach, to facilitate critical thinking and reflective practice.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment.



OUR COLLECTIVE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Understand and follow the requirements of confidentiality within the *Children and Young People (Safety) Act 2017*, and whole of government and DCP policies, procedures and practice guidance to facilitate appropriate standards of confidentiality and information sharing practice.
- Actively participate in performance development processes.
- Comply with reporting obligations arising from legislation, professional conduct standards including the Code of Ethics for the South Australian Public Sector, and departmental policies, procedures and practice guidance.
- Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.
- Actively contribute to Reconciliation, and to the aims and objectives of the Aboriginal & Torres Strait Islander Child Placement Principle.
- Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.
- Maintain the Program Standards of White Ribbon Reaccreditation.
- Actively support DCP's commitment to ensuring a workplace culture that is respectful, safe and inclusive where our employees are free from discrimination and are recognised for the individual and collective skills and perspectives that they bring by virtue of culture, race, gender, disability, age, sexual orientation, gender identity, intersex status and other differences.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.

SPECIAL CONDITIONS

- The successful applicant is required to gain a Department of Human Services (DHS) working with children check (WWCC) prior to being employed which is required to be renewed every five years before expiry.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Supervisor.
- Some out of hours and weekend work may be required.
- A current Australian driver's licence (P2 or above) and a willingness to drive is essential.
- Will be required to undertake physical aspects of child management including lifting and carrying babies or small children.
- Some intra/interstate travel (including in a small aircraft) including overnight stay may be required.
- You must have, or gain, a current Department of Human Services working with children check prior to being employed and renew this every five years before expiry.
- You must be an Australian resident or provide evidence that you have a current work permit.
- You will need to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Line Manager.
- You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.

Remote Far North locations

- Require to undertake 4wd training and be confident to travel dirt roads/long distances in terrain that is very remote.
- Required to fly on rotational roster, 8 days on and 6 days off, to APY Lands – Umuwa Base
- Supervisor and team required to live in shared accommodation.
- A current remote first aid certificate is essential.
- Intrastate travel in a small aircraft on a regular basis will be required.

Call Centre

- The DCP Call Centre operates on a 24 hour shift work basis and as such regular out of hours work and attendance at nights, evenings and weekends on a rotating shift basis is required and will be required to regularly be on call and work autonomously.



YOU WILL CONTRIBUTE TO



OUR VISION is for all children and young people to grow up safe, healthy, connected and feeling loved so they reach their full potential.



OUR PURPOSE: The Department for Child Protection protects, cares for and empowers children and young people at risk and in care. We do this by working together with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their full potential.



Leaders in practice excellence

Staff in all parts of child protection develop and use best practice in their work to deliver improved outcomes for children, young people, carers, and families.



Closing the Gap

We commit to a transformed child protection system that makes active efforts and where Aboriginal people and communities are empowered to lead decision making about the care and wellbeing of Aboriginal children and young people.



A child protection system that meets the needs of children and young people

We commission and deliver services based on a deep understanding of the needs of children and young people in care and our aspirations for them to heal from trauma and reach their full potential.



A thriving workforce

We are future focused in our workforce strategy, supporting and valuing our staff, proactively recruiting, and establishing sustainable systems, processes and workplaces that enable us to be highly effective.



Active and collaborative partnerships

We work together with our service partners and alongside the community to improve outcomes for children, young people, carers, and families.



Working alongside carers

We respect and value carers as vital partners in keeping children and young people safe and well.



Quality services and safeguarding

We are accountable and transparent, and pursue continuous improvements to promote the safety and wellbeing of children and young people throughout the services we fund and provide.

