

Supervisor, Practice Development

Department for Child Protection

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

CLASSIFICATION:	ASO7	DIRECTORATE:	Learning, Excellence and Innovation Academy
REPORTS TO:	Manager, Corporate Training and Systems	FTE:	1.0
ROLES REPORTING TO THIS ROLE:	Multiple		

ABOUT THIS ROLE:

The Supervisor, Practice Development is accountable to the Manager, Corporate Training and Systems for supporting the implementation, maintenance and development of workforce learning across assigned locations with a specific goal of improvement practice, enhancing service delivery and developing a quality response to service users in child protection. The Supervisor, Practice Development will lead projects in professional learning and development and will deliver and evaluate professional learning.

YOU WILL BE ADDING VALUE BY:

1. Enhance the development of DCP staff by facilitating learning and development programs and projects across all disciplines of child protection work within DCP.
2. Assess the learning needs of workplaces and identify areas for development.
3. Negotiate/develop with leadership teams/staff their role specific learning requirements.
4. Design competency-based learning programs that meet identified workforce learning needs.
5. Facilitate, review and evaluate training and learning resources.
6. Provide leadership in workplace learning activities.
7. Mentor, coach and train staff within worksites to facilitate workplace learning activities.
8. Support DCP staff to fully engage in workplace learning.
9. Develop performance indicators and evaluate training against competencies within DCP.
10. Develop/maintain effective relationships with stakeholders and customers across the organisation including Aboriginal and Torres Strait Islander and culturally diverse people.
11. Liaise and consult with relevant stakeholders regarding the development and training requirements of DCP staff.
12. Liaise and consult with Regional and Principal Practitioners and Senior Program staff in relation to identified learning needs in the workplace.
13. Build effective networks and partnerships with internal and external stakeholders.
14. Build effective relationships with universities and other training institutions.
15. Assist staff to develop and implement workforce learning projects.
16. Provide leadership in learning and development projects within timelines and budgets.
17. Challenge DCP staff in relation to increased professional practice and their commitment to customer focused service delivery.
18. Monitor/evaluate success of workforce learning projects & provide reports to Executive.
19. Influence organisational attitudes and professional development within the framework of operational programs.
20. Develop and maintain personal and professional skills within the team to support continuous improvement.
21. Conduct regular supervision and management of staff.
22. Initiate/participate in performance enhancement activities, including performance appraisals.
23. Identify staff development needs and source appropriate development opportunities/programs to meet those needs.
24. 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.
25. 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:

- Manager, Corporate Training & Systems (direct line manager)
- LEIA and DCP staff
- Directors & Managers across DCP
- Other government/non-government organisations
- Universities, Lead Practitioners and other external training providers

QUALIFICATIONS

Essential: Workplace Training and Assessor qualification (Certificate IV in Training and Assessment) or willingness to obtain

Desirable: Experience in Child Protection



YOUR CAPABILITIES:

- Demonstrated ability to understand, develop and apply learning principles and methodologies, use facilitation methodologies appropriate to the roles undertaken by DCP’s learners and competently conduct, support and facilitate a broad range of learning and development initiatives.
- Ability to competently coach peers and other employees to assist in their development
- Demonstrated ability to apply knowledge and experience to plan, develop, implement and evaluate interventions aimed at meeting the needs of clients.
- Capable of scoping, designing, planning, implementing and managing projects within allocated budgets and timeframes.
- Commitment to professional development; ability to accept responsibility for actions and consequences of decisions; perform work at a high standard and able to demonstrate alignment to departmental values.
- A clear understanding of the needs of a diverse range of customers and cultures and deliver services that meet these needs showing an ability to use initiative, creativity, negotiation, consultation and conflict resolution skills to engage and develop effective partnerships with a range of stakeholders.
- Experience in identifying emerging trends in learning methodologies, that can be rapidly adapted to meet stakeholder needs, that are easy to implement.
- Demonstrate knowledge and commitment to promoting and creating a safe and inclusive work environment.

DESIRABLE:

- Extensive experience and/or job history in child protection/out of home care.

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.
- 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

- 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 Manager, Corporate Training and Systems.
- You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.



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.

CERTIFIED CORRECT: 11 August 2025



Government of South Australia
Department for Child Protection