

POSITION DESCRIPTION

Position Title	Family Services Practitioner
Department	Family Services
Location	Shepparton/Seymour/Wallan (as per contract details)
Classification	SCHADS Award – Level commensurate with Qualifications and Experience
Reporting to	Senior Manager – Family Services

Organisational Overview

The Bridge Youth + Family Service (TBYFS) plays a key role across the Goulburn Valley in youth support and advocacy. With offices located in Shepparton, Seymour and Wallan, TBYFS delivers services and supports to young people and their families with a particular focus on those from marginalized and/or disadvantaged backgrounds but with a philosophy that includes the provision of services to all young people. TBYFS offers a range of programs funded by government, private foundations and the local community. Programs focus on a diversity of issues and services include placement prevention, family reconciliation, family mediation, antenatal, parenting, housing support, mentoring and education support. For more information visit our website: www.thebridge.org.au.

Our Vision: By 2027 young people in our local community are resilient, connected and celebrated.

Our Mission: We nurture safety and wellbeing through a responsive model of care so that young people can look towards the future with optimism.

Guiding Principles:

- In diversity there is beauty and there is strength.
- Alone we can do a little; together we can do so much.
- Be curious always. For knowledge will not acquire you; you must acquire it.
- The value of an idea lies in the using of it.
- Stronger connections provide new opportunities and create healthy people, organisations and communities.
- Adaptability requires an open mind and a welcoming of new alternatives.

Our Values



Curiosity & New Ideas



**Diversity, Collaboration
and Collegiality**



Connection & Reach



Flexibility

Role Purpose and Objectives

To provide intensive, evidence-based and coordinated support to families with significant and enduring needs, with the aim of improving safety and wellbeing, strengthening family functioning, preventing further escalation into Child Protection, and supporting children and young people to remain safely at home or reunify with their families where appropriate.

Working with The Department of Families, Fairness and Housing (DFFH) and Corrections, the Family Services practitioner works collaboratively with young people, parents, carers and children, and their support networks to promote safety, stability, wellbeing and healthy family functioning.

The Family Services Practitioner aims to provide support at an earlier stage to prevent concerns from escalating and reduce the likelihood of children and young people requiring further statutory Child Protection intervention. The Family Services Practitioner brings extensive knowledge and experience, enabling them to manage complex cases, operate with a high level of autonomy, and provide guidance and mentorship to colleagues.

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Key Responsibilities

Service Delivery

- Work intensively with young people, children and families to deliver effective interventions that achieve safety, independence, stability, and increase parenting capacity, improve family functioning with the aim of achieving better outcomes.
- Provision of therapeutic casework and outreach in collaboration with young people, children and families.
- Conduct assessments to identify needs, strengths and risks with young people and families.
- Provide a focus on rehabilitation, reducing offending and strengthening community safety, and community and family engagement.
- Support individual young people to develop life skills, emotional regulation, safety planning, education engagement and community connection.
- Provide coordinated, evidence-informed interventions that prevent escalation into statutory services.
- Work collaboratively as part of a team, while being receptive to direction and guidance as appropriate.
- Work collaboratively with internal and external services, with a particular focus on building effective partnerships with Child Protection.

Data Collection & Reporting

- Maintain program administrative requirements including maintenance of comprehensive case notes.
- Meet and maintain electronic data collection requirements.
- Provide internal reports to Leadership as required.

Quality Improvement & Evaluation

- Conduct activities as required to measure the effectiveness of interventions applied.
- Meet occupational health and safety requirements of the organisation, particularly regarding outreach arrangements.
- Participate in supervision and appraisal activities as appropriate and according to The Bridge Youth + Family Service Policy and Procedures.
- Identify training needs in consultation with Leadership and attend professional development as deemed appropriate.
- Attend internal program and team meetings as required.
- Fulfill other reasonable duties as directed.

Hours and Conditions

Hours as outlined in Employment Contract. Terms and conditions according to the Social, Community, and Home Care & Disability Services Industry Award according to qualifications and experience.

We are a family friendly organisation and offer an attractive remuneration package including significant salary sacrificing benefits and paid leave for all staff when our office closes between Christmas and New Year.

We are a Child Safe organisation. The position is subject to a successful Police Check and Ongoing employment is subject to a six-month probationary period.

Key Selection Criteria

1. A relevant tertiary qualification in youth, children's services, welfare, social work, or related field (Minimum Diploma level)
2. Advanced knowledge of the issues facing vulnerable families including child and adolescent development, attachment, trauma and family violence.
3. Demonstrated skills in casework practice, assessment and case-planning.
4. A working knowledge of *Best Interests Framework & Case Practice Framework*, as well as an understanding of relevant theoretical perspectives including family dynamics.

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5. Highly developed interpersonal and communication skills including demonstrated ability to communicate effectively, liaise, consult and negotiate with a wide range of staff, support services, and service users.

Additionally, you must have a

- Current driver's license
- Current Working With Children Check

The Bridge Youth + Family Services commits to protecting the safety and security of children and young people and has zero tolerance for child abuse or discrimination.

We are committed to promoting the cultural safety of Aboriginal children and young people, cultural safety of children from diverse culturally and/or linguistically backgrounds, and to providing a safe environment for children and young people with a disability or who are part of the LGBTQIA+ community.

The Bridge Youth + Family Services actively works to listen and empower children and young people and has systems to protect them from abuse.

The Bridge Youth + Family Services will take all allegations seriously and will respond to them in line with the Victorian Child Safe Standards, Social Service Regulator standards and mandatory reporting and our organisation's internal policies and procedures.



I have read, understand, and accept this Position Description.

Signature: _____

Name: _____

Date: _____