

Child Development Worker

This position is within Child & Family. It is part of various child and family services teams.

Position

- This position reports to the Team Leader
- Reporting line may vary depending on location and service size
- This position does not have any direct reports This position may have direct reports, positions vary
- This position has the following direct reports:
This position is designated Band 7 under the *Schedule of Authorities and Delegations*
- This position is a budget holder This position has designated revenue targets
- This position is an Aboriginal & Torres Strait Islander identified position
- This position does require a working with children related clearance

Purpose

The purpose of this position is to work as a member of a multi-disciplinary team to implement and evaluate a range of culturally sensitive, child-centred, early intervention programs and services which promote the holistic development of children.

Focus

To achieve this purpose, the position holder would typically:

- Promote the development of positive parent/child relationships by role modelling, education, and practical support.
- Support Child & Family practitioners and other senior staff to incorporate interventions associated with child development and education into individual client plans and in group settings, when required.
- Support senior staff to develop and evaluate a range of intervention programs and services.
- Work from a strengths-based perspective to assist families to meet their identified needs.
- Work with local schools and teachers, where required, to support the educational, social and emotional development of children and young people accessing the program to enhance learning opportunities.
- Assess learning needs and develop and review individual education plans, when required.
- Facilitate groups when required, for example, before or after school groups, or play groups for parents accessing the service.
- Under the supervision of more senior staff, assist with child development screening using strengths based approaches and provide input into individual intervention plans for children.
- Build on and improve family living skills including home management, child management and effective communication within the family.
- Deliver programs and activities, which provide individual and group support to parents, other caregivers and children, develop skills and build family capacity.
- Link families with local support networks and advocate on their behalf as required.
- Refer to and liaise with allied health professionals as required.
- Provide transport and support to children and families accessing services.
- Maintain partnerships with local stakeholders.
- Document work hours, kilometres travelled, reimbursements and other employee records in the timeframes required.

Outcomes	When things are going well we would expect to see these outcomes:	
	<ul style="list-style-type: none"> • The way we work with clients is effective and appropriate interventions aligned to a strengths based framework are utilised • The way we work with clients is planned, coordinated, and well documented • The most effective outcome for the family is identified • Families indicate they are satisfied with their service • Improved outcomes for children and families are identified as an outcome of service delivery 	

Relationships	We work collaboratively with others, however this position works close closely with:	
	Within The Benevolent Society: <ul style="list-style-type: none"> • Support workers • Child & Family Practitioners • Child Development Specialists • Manager, Practice Support • Managers 	Outside The Benevolent Society: <ul style="list-style-type: none"> • Clients and the community • Other service providers and agencies • Wrap around services such as schools, allied health

Individual	To achieve the position purpose and outcomes the position holder will need to have:	
	<ul style="list-style-type: none"> • A Certificate IV or Diploma in Early Childhood Education with a general knowledge and demonstrated experience of Early Childhood Curricula, learning frameworks and childhood development. • At least 12 months experience working with children and/or families in an Early Childhood Education focused role. Experience developing individual and group intervention plans, would support success. • Experience working within an ecological model to promote child development and attachment. • Demonstrated knowledge and experience of the stresses on vulnerable families and the range of family risk and protective factors which impact on child outcome. • Demonstrated group work skills with parents, children and/or other professionals. • Demonstrated experience of strength based approaches to working with families, effective parenting and behaviour management techniques, and exceptional knowledge of child development. • Sound knowledge of child protection issues. • Knowledge of and a commitment to early intervention as a strategy to optimise child outcome. • Experience delivering evidence-based programs and services to optimise child development, health and learning. • Understanding of the needs of diverse communities such as Aboriginal and Torres Strait Islander, culturally and linguistically diverse (CALD), and gay, lesbian, bisexual, transgender and intersex (LGBTI) communities • Good written and verbal communication skills • Good relationship building skills with the ability to create strong working relationships with different stakeholders • Ability to work flexible hours as evening and weekend work will be required 	

Travel	This position may require some flexibility in terms of travel or hours of work:	
	<ul style="list-style-type: none"> <input type="checkbox"/> Overnight travel/stays may be required <input checked="" type="checkbox"/> Some weekend work may be required <input checked="" type="checkbox"/> Some evening work may be required <input checked="" type="checkbox"/> Travel between office locations/regions may be required <input checked="" type="checkbox"/> Travel to clients (varied locations) may be required <input checked="" type="checkbox"/> Use of own registered, insured motor vehicle for business purposes may be required <input checked="" type="checkbox"/> Use of TBS pool cars and/or 12 seater buses may be required <p>All of us might need to travel occasionally to attend learning opportunities, meetings or other key events.</p>	

Context

Those with knowledge of this position say the things that might make your day are:

- Being able to positively influence a client’s future
- Being able to advocate for the needs of a client
- Working with the team to get a comprehensive view and reach better outcomes
- Reflecting on positive feedback when suggestions have been helpful

Those with knowledge of this position say some key challenges you might experience are:

- Potentially serious consequences of decision making and its impact on children, young people and families
- Ensuring self care to prevent burn out
- Managing competing priorities and needs of stakeholders

Approvals

Approver Director, Human Resources Date: 30 November 2016 Position Code: CFS034

Review history V1.0 Release

Advertising

This Position Profile is not intended as an exhaustive description of the position, accountabilities or associated duties. The Benevolent Society may alter or adjust this Position Profile at any time.