

Child & Family Practitioner

PHSB Specialist - Identified



The purpose of this position

The **purpose** of the position is to provide effective intervention and support to children, young people and their families, with problematic and harmful sexual behaviours (PHSB) by linking them with targeted and coordinated supports, support the workforce to identify, discuss and respond to PHSB and to work as part of a multi-disciplinary team working collaboratively to support Aboriginal & Torres Strait Islander clients and communities in a culturally safe and appropriate way to achieve the best possible outcomes.

About the position

- This position is within Child, Youth & Families directorate.
- It's part of the Rural Regional and Outer Sydney team.
- This position **reports to** the Team Leader.
- This position allows for flexibility.
- ☐ The position leads a team.
- The position is designated Band 7 under the ***Schedule of Authorities and Delegations***.
- The position is a: ☐ Budget holder ☐ Has designated revenue or billing targets.
- This position maybe advertised externally as Child & Family Practitioner PHSB Specialist.

Key areas of responsibility

- Using cultural knowledge and lived experience work collaboratively to support team members to understand how to provide culturally appropriate and safe support to Aboriginal and Torres Strait Islander children and families in all aspects of practice and service delivery, through individual case consultation, group supervision activities and information sharing.
- Inform and contribute to development of Aboriginal and Torres Strait Islander cultural practice within the team.
- As required provide advice and advocate on behalf of Aboriginal and Torres Strait Islander clients at referral, assessment and closure to ensure that client needs are met.
- Provide easily understood information, advice, referral and advocacy to support clients to access appropriate resources and services, both within The Benevolent Society and with external agencies and service providers.
- Provide crisis intervention and support clients over the phone, in person or via other technological means.
- Quickly build rapport with clients including children, young people, adults and/or families, to enable age and situation appropriate assessments to be completed so their needs, goals and requirements are understood, risk is identified and managed, and to identify and deliver effective intervention and support.
- Work with clients to undertake comprehensive assessments to develop, implement, monitor and review their safety and support plans and outcomes that identify strengths as well as areas of risk, ensuring children and young people are actively engaged in the process.
- Work with a range of designated clients on a short-term or intermediate basis. The number of clients will depend on complexity, nature of service and the amount of time the individual requires support.
- Ensure safety and support plans are shared openly with clients, where appropriate and where applicable, other agencies with consent.

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- Coordinate with other service providers including government departments and agencies, schools, health services, GPs and allied health providers and assist clients to engage with wrap around services directly, to ensure effective support and services are delivered.
- Establish and maintain network relationships with key agencies, other providers and referral services, including Aboriginal and Torres Strait Islander organisations, elders and community.
- Plan, develop and facilitate or co-facilitate groups, workshops and information sessions for clients and sector colleagues relating to problematic and harmful sexual behaviours in children and young people.
- Advise the Team Leader of any significant changes of concerns regarding the client, their home environment, wellbeing, their services or other risks as soon as possible.
- Make child protection reports to the relevant helpline when assessed as necessary, in consultation with the Team Leader or Manager.
- Work in accordance with the mission and purpose of the role, Benevolent Society values and the Professional Governance Framework to ensure the services and support we provide to our clients and each other are person centred, connected, effective and safe.
- Respect and promote human rights and diversity and commitment to building an inclusive culture. Welcome diversity in all its forms. Value relationships with our local Aboriginal and Torres Strait Islander community and honour and respect Aboriginal and Torres Strait Islander children and family's culture in all aspects of practice and service delivery.
- Record relevant data and information in customer relationship management systems and feedback and incident systems in a clear, logical, understandable and timely way.
- Document work hours, kilometres travelled, reimbursements and other employee records in the timeframes required.

Key outcomes

When things are going well, we would expect to see these outcomes:

- The way we work with clients is planned, coordinated and well documented and appropriate interventions aligned to a strengths-based framework are utilised.
- The way we work with Aboriginal and Torres Strait Islander clients demonstrates culturally safe, best practice underpinned by continuous learning and practice development.
- Aboriginal and Torres Strait Islander children and families are connected to kin, community, country and culture
- Community and clients view the position holder as a respected, culturally safe person
- Families are strong and can provide safe, secure, nurturing and culturally supportive homes

Key Capabilities

Essential criteria

- Must be Aboriginal or Torres Strait Islander (The Benevolent Society considers that being Aboriginal and/or Torres Strait Islander is a genuine occupational requirement under s14 of the Anti-Discrimination Act NSW 1977 / s25 of the Anti-Discrimination Act QLD 1991).
- Recognition from within community as a respected, culturally safe person.

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- Minimum of 5 years' experience working with at risk children, young people and/or families in child protection or similar focussed role, including experience undertaking comprehensive assessments.
- Demonstrated experience in working with children and young people who have displayed problematic harmful sexual behaviours and an understanding of the vulnerabilities and risks.
- Excellent understanding of the needs of rural and regional communities and other diverse communities such as Aboriginal and Torres Strait Islander, culturally and linguistically diverse, LGBTIQ+ communities.
- Experience in developing and delivering information and education workshops and sessions to stakeholders and sector colleagues, to increase awareness of PHSB.

Key attributes

- Demonstrated experience working with, and/or knowledge of regulatory and compliance frameworks with child youth and family services.
- Demonstrated understanding of (and experience working with) contemporary theoretical and practice frameworks.
- Excellent written and verbal communication skills.
- Excellent rapport and relationship building skills with the ability to create strong working relationships with different stakeholders.
- High levels of emotional resilience and effective strategies to manage self-care and well-being.

People who know this position say that

People who know this position say the things that might make your day are:

- Being able to positively influence Aboriginal and Torres Strait Islander children's and client's future.
- Being able to advocate for the needs of a client.
- Being able to connect clients to culturally appropriate support services when in crisis.
- Reflecting on positive feedback when suggestions have been helpful.

People who know this position say some key challenges you might experience are:

- Potentially serious consequences of decision making and its impact on clients.
- Ensuring self-care to prevent burn out and vicarious trauma.
- Managing competing priorities and needs of stakeholders.
- Supporting clients in emotionally challenging circumstances, while maintaining own wellbeing.

Work and flexibility

While The Benevolent Society has great tools to connect us remotely, sometimes we will need to connect in person. This means we need to travel on occasion.

This position may require:

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| <input checked="" type="checkbox"/> Overnight travel/stays. | <input type="checkbox"/> Weekend work. |
| <input checked="" type="checkbox"/> Travel between office locations/regions. | <input type="checkbox"/> Evening work. |
| <input checked="" type="checkbox"/> Travel to clients (varied locations). | <input checked="" type="checkbox"/> Special event support. |
| <input checked="" type="checkbox"/> Use of own registered, insured (comprehensive) motor vehicle. | |

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- ☒ Use of TBS pool cars.

Key relationships

We work collaboratively with others. This position works closely with:

Within The Benevolent Society:

- Other Child and Family Practitioners
- Administration Staff
- Practice Partner
- Team Leaders and Manager

Outside The Benevolent Society:

- Clients, Families, carers and other stakeholders
- Community Partners
- Other service providers and agencies
- Wrap around services such as schools, allied health services, out of home care providers