

Child Development Specialist

Position

This position is within Child & Family. It is part of various team/s.

This position reports to the Manager

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 undertake assessments and work with parents and/or carers, children and the broader team to develop, implement, monitor and review 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

- Work with clients to develop positive parent/child relationships through role modelling, education, and practical support.
- Work with a range of designated clients as part of a multi disciplinary service model. Child Development Specialists may work with individuals or multiple stakeholders relating to the individual and/or family and may be required to carry a caseload of designated clients, depending on the service type.
- Coordinate delivery of specialised therapy and intervention activities and services, with a particular focus on early childhood education, to assess and support children with emotional, behavioural and psychological challenges, and/or those impacted by trauma, to increase children's emotional resilience, develop coping strategies, build family capacity, and improve family living skills including home management, child management and effective family communication.
- Support Child & Family Practitioners, Teachers, Educators and other team members to incorporate interventions associated with child development and education into individual client plans and in group settings.
- Work from a strengths-based perspective to assist clients to meet their identified needs.
- Assist clients to engage with wrap around services directly, as appropriate.
- Maintain partnerships with local stakeholders and allied health providers.
- Conduct home visits and visits to schools, as required.
- Coach, advise and provide on the job support to team members to improve their skills and knowledge in the areas of trauma, child development, and/or area of specialisation and evidence based interventions and practice to improve client outcomes.
- Plan, develop and facilitate or co-facilitate groups and workshops for clients and other stakeholders internal and external to the organisation relating to specialisation. For example, supported playgroups, parenting programs, child development screening.
- Make appointments and provide transport services for clients, when required.
- Work with the Manager, Practice Support and Senior Practitioners to build capability across the team.
- Advise the Team Leader/Manager of any significant changes or concerns regarding the client, their home environment, wellbeing, their services, or other risks, as soon as possible.

- Make child protection reports to the community services helpline when assessed as necessary, in consultation with the Team Leader or Manager.
- Document and create reports on client services using technology and paper based systems in a clear, logical, understandable and timely way.
- Work in accordance with 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.

This position may be offered as a specialisation:

- For example, early childhood education, play therapy, therapy

Where the role is offered as a specialisation the position holder would typically:

- Coach, advise and provide on the job support to Child & Family Practitioners, Teachers, Educators, and Support Workers to better understand and apply strengths based frameworks as related to their area of speciality
- Maintain currency of knowledge and practice and share learnings with the team to improve practice.
- Work with the Manager, Practice Support to build capability across the team as it related to their area of speciality.

Outcomes

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

- The way we work with clients with complex needs is effective and appropriate support interventions are identified
- The way we work with clients is planned, coordinated, and well documented
- The most effective outcome for the client 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:

- Team Leaders and Managers
- Child & Family Practitioners, Teachers
- Senior Practitioners
- Support Workers, Educators
- Manager, Practice Support

Outside The Benevolent Society:

- Clients
- Foster carers/Kinship carers
- Birth families
- Local schools
- Allied health practitioners

Individual

To achieve the position purpose and outcomes the position holder will need to have:

- Degree qualified in early childhood education, social work, psychology or area of specialisation
- Sound knowledge and demonstrated experience of early childhood curricula, learning frameworks and child development
- At least 12 months experience working with children and/or families in an Early Childhood Education focused role, including experience developing individual and group intervention plans.
- Experience working within an ecological model to promote child development and attachment.
- Excellent understanding of child protection issues and client vulnerabilities such as drug and alcohol use, domestic violence, mental health issues, and the impact of trauma and the effect on child behaviour and development
- 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.
- Knowledge of and a commitment to early intervention as a strategy to optimise child outcomes.
- 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

This position may require some flexibility in terms of travel or hours of work:

Travel

- Overnight travel/stays may be required
- Some weekend work may be required
- Some evening work may be required
- Travel between office locations/regions may be required
- Travel to consumers (varied locations) may be required
- Use of own registered, insured motor vehicle for business purposes may be required
- Use of TBS pool cars may be required

All of us might need to travel occasionally to attend learning opportunities, meetings or other key events.

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

Context

- 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
- Giving back to the profession through communities of practice
- Being able to positively influence an approach and thus the outcome

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

- Frameworks for assessment don't always exist – sometimes practical applications of knowledge/frameworks needs to be developed
- The potentially serious consequences of advice and its impact on children and families
- Ensuring self care to prevent burn out
- Managing aggressive and/or abusive responses from stakeholders
- Ability to say no when there is a concern workload may affect capacity to make safe decisions
- Managing time to complete documentation

Approvals

Approver Director, Human Resources Date: 29 November 2016 Position Code: CFS029

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.