

## Position Description – Practice Lead (Family Preservation and Reunification)

### Position Details

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<b>Position Title:</b>	Practice Lead (Family Preservation and Reunification)
<b>Portfolio:</b>	Social Policy and Research
<b>Location:</b>	Melbourne CBD, with working from home arrangements during COVID-19
<b>Employment Type:</b>	Short-term secondment (2 months) ; extension depending on funding
<b>Time Fraction:</b>	Full time (0.8 considered).
<b>Remuneration:</b>	TBC

### Centre for Excellence in Child and Family Welfare Inc.

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The Centre for Excellence in Child and Family Welfare (the Centre) is a not-for-profit peak body for child and family service organisations in Victoria. We represent more than 150 community service organisations, students and individuals working across the continuum of services from early years through to the child protection and youth justice systems. We advocate strongly for the rights of children and young people to be heard, to be safe, to access education and to remain connected to family, community and culture. We work closely with community service organisations, government, other peaks, philanthropy and business to make sure vulnerable children, young people and families are seen and heard and supported to thrive.

The Centre is committed to being a diverse and inclusive workplace, and to the health, wellbeing and cultural safety of our staff. We encourage applicants of any background, culture, gender, and experience to apply.

### Organisational Accountabilities

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The Centre is committed to the health, safety, and wellbeing of its staff. The Centre and its staff must comply with a range of statutory requirements including equal opportunity, occupational health and safety and privacy. The Centre requires staff to comply with its policies and procedures and related statutory requirements.

### Benefits of working at the Centre

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- Up to three days additional leave over Christmas/New Year period
- Family friendly flexible working arrangements
- A flexible hybrid work-from-home arrangement
- Paid parental/carer/study leave
- Ongoing training and professional development opportunities
- A supportive and positive work environment
- Employee Assistance Program (EAP)
- Leave loading of 17.5%
- Attractive not-for-profit salary packaging (this boosts your income by reducing the amount of tax you pay), with Meal/Holiday accommodation benefit

## **Social Policy and Research**

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The position sits within the broader Social Policy & Research team. The team has a strong focus on evidence-informed advocacy, policy and project work to build sector capability in improving outcomes for children, young people and families experiencing vulnerability and hardship.

### **The project: Family Preservation and Reunification**

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The Centre is working with the Department of Families, Fairness and Housing (the department) and the child and family services sector on an initiative aimed at creating strong families. A key objective is to prevent entry or re-entry into care. The Family Preservation and Reunification Response is being implemented by Victorian child and family service providers in partnership with Child Protection in each of the 17 Department of Health and Human Services Areas. It is in its second year of operation.

The initiative includes an initial intensive intervention phase, which is delivered through a mobile and integrated approach followed by a period of sustained service support, aimed at preventing at-risk children entering or re-entering care. The initiative will be evaluated and continuously developed to help build the Family Preservation and Reunification evidence base for child and family services (including Child Protection).

### **Position Summary**

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The position is one of eight Practice Lead roles funded by DFFH to support practice development and implementation throughout the initiative. The role will work closely with DFFH and the Centre for Evidence and Implementation (CEI) team to develop and deliver training and coaching to the successful community service organisations in one of the four DFFH Divisions.

### **Reporting Line**

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Reports to: Program Manager Family Preservation and Reunification Response

### **Key Accountabilities**

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The Practice Lead role will undertake a diverse range of activities that result in the effective implementation of the Family Preservation and Reunification, including but not limited to:

- Undertaking the necessary training, including with CEI, to be able to support the Team Leaders and practitioners to work with service users
- Engaging with local services, assessing and developing practice capability at sites, and building on existing practice to refine and target the training
- Working with sites to tailor and adapt practice modules as required
- Mentoring 'champions' and developing implementation leadership
- Assisting in establishing, monitoring and revising quality assurance processes, including the collection of fidelity data and implementation data and the establishment of monitoring systems
- Observing, analysing and reporting on program adherence processes and measures and troubleshoot any problems
- Assisting in designing and delivering other implementation support activities as needed
- Supporting the development and maintenance of strong stakeholder relationships
- Undertaking other work related to this role, as required, that contributes to the effective implementation of the Family Preservation and Reunification initiative as required

## **General**

- Work collaboratively with CEI, DFFH and other external stakeholders to make sure all Centre deliverables are on time, within scope and within budget
- Work collaboratively with other Practice Leads in the Implementation and Practice Support team and share emerging findings and issues with Evaluation, Research and Practice Hub colleagues
- Provide input into all areas of the initiative for which the Centre is responsible as appropriate.

## **Key Selection Criteria**

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The successful applicant will have:

### **Essential experience**

- A strong commitment to the development and dissemination of evidence-informed practice
- Experience providing community-based or home-based service delivery using evidence-informed approaches, practices and models
- Sound understanding of the community services and not-for-profit sector
- An understanding of program and service implementation and the challenges of service delivery
- Excellent interpersonal skills and ability to engage with a wide range of stakeholders, including researchers, government, practitioners and people with lived experience
- Skills in facilitating professional development and/or training events
- High-level written and verbal skills, and ability to prepare high quality documents (such as correspondence, reports and presentations)
- Demonstrated experience and ability to carry out project work and deliver high quality outcomes within very tight time frames
- Strong IT skills, including a sound working knowledge of the Microsoft suite of programs, and IT platforms appropriate to training and engaging remotely
- Capacity to establish priorities, set and maintain deadlines and use initiative.

### **Desirable experience**

- Understanding of implementation science approaches and frameworks or demonstrated capacity to acquire this.

## **Qualifications**

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1. A relevant tertiary qualification
2. A relevant qualification within the community services sector and/or experience

## **Conditional Employment Requirements**

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1. Satisfactory National Police Check
2. Satisfactory Working with Children check
3. Driver's licence (desirable)