



This package contains the following information to assist you with an application for:

## **FAMILY INTERVENTION SERVICE CASE WORKER**

- 1. General Conditions of Employment**
- 2. Position Description**
- 3. Selection Criteria**

Applicants are requested to include the following in their application:

- (a) Cover letter stating which position/s you are applying for and what attracted you to that position.
- (b) Responses to Selection Criteria. Shortlisting for interview is based on your knowledge, skills and experience meeting the selection criteria. **Applicants who do not address the Selection Criteria will not be shortlisted.**
- (c) Current Resume.
- (d) Referees. Please provide at least three (3) recent work related referees who we can contact.

Applications can be submitted by:

Email: [julie@csci.org.au](mailto:julie@csci.org.au)

In Person: 13-17 Donald Street, Innisfail QLD 4860

Post: Private & Confidential

Manager

Community Support Centre Innisfail

PO Box 886 INNISFAIL QLD 4860

**Applications close 4.00pm Monday 31st August 2020**

**Community Support Centre Innisfail Inc. (CSCI)** is a community based, not for profit, support organisation with a proud history of serving the local community for more than 40 years. CSCI delivers a range of quality services that work to enhance families' capacity to support the safety and well-being of all family members. We strive to create a rewarding and vibrant team environment with excellent work conditions. CSCI is an Equal Opportunity Employer and is committed to fair, merit-based recruitment selection processes.



## **FAMILY INTERVENTION SERVICE CASE WORKER**

### **POSITION DESCRIPTION**

#### **POSITION**

Family Intervention Service Case Worker

#### **PURPOSE**

To provide Family Intervention Services to families referred by Department of Child Safety, whom have children subject to statutory child protection intervention, with an aim of family preservation and reunification.

#### **ACCOUNTABILITY**

To the Team Leader – Child & Family Programs

#### **SALARY AND CONDITIONS**

HOURS: 38 HOURS PER WEEK

SALARY: LEVEL 4 SCHCDS Award 2010 + Salary sacrificing benefits available

Time Off in Lieu (TOIL) arrangements apply for hours worked outside of nominated hours.

The position is based at the Community Support Centre Innisfail. A work vehicle will be provided for any travel required to meet organisational needs.

#### **DUTIES:**

Work collaboratively and in partnership with Child Safety Service Centres, families, informal supports and other formal support services.

Provide intensive, goal directed, emotional and practical support and education that promotes improved parenting skills to identified families.

Within a family strengths practice and evidence-based framework provide support to families that results in definable and measurable change in parent strengths, attitudes, behaviour, skills, knowledge and ability.

Deliver skill development for parents to effectively manage household tasks and routines including cooking, cleaning, budgeting; and personal behaviour management that will provide a safe and appropriate standard of care for children and young people.

Provide relevant and appropriate intervention for families by using a combination of one-on-one support, in-home support, centre-based support, and groupwork.

Provide purposeful supervised contact between families and children particularly to observe and support parent-child attachments.

Identify, implement, refer to, and coordinate family connections to resources, other specialist and universal services that will improve parenting ability and overall functioning for families.

Participate in and inform Case Planning and Case Plan reviews that are coordinated by Child Safety Services.

All assessments, interventions and support strategies are to be conducted to standards that are in line with organisational policies, funding guidelines and culturally appropriate models.

Maintain adequate and appropriate client records, statistics, and reports where necessary.

Participate in regular supervision with the Team Leader and attend staff meetings as required.

Develop and maintain professional knowledge and skills and be actively informed of relevant legislation, policies and contracts that may impact upon service delivery.

Work cooperatively as a member of the CSCI team to achieve the smooth and effective functioning of the Service and the achievement of organisational and client goals.

### **SKILLS AND KNOWLEDGE:**

Sound knowledge of general and specific welfare issues relevant to the experiences of vulnerable, at risk families.

Detailed knowledge of child development and child protective factors.

Knowledge of and the ability to support families to develop effective parenting practices, parent-child attachments, healthy household routines, life skills and budgeting.

Ability to provide 'hands on', practical support to families.

Highly developed interpersonal and communication skills, both oral and written including the ability to relate well and engage with families in a non-judgemental and empathic way.

Knowledge of and ability to work within a family strengths focus and evidence-based framework.

Knowledge of and ability to work within culturally appropriate models of practice.

Demonstrated assessment, problem-solving and case management skills.

Knowledge of the role of Child Safety Service Centres, local specialised and universal services and well-developed skills in liaising and collaborating with such organisations.

Ability to work effectively and harmoniously in a team environment as well as independently.

Computer skills to work effectively in a Windows environment, and to produce client records, statistics, and reports where necessary.

**SELECTION CRITERIA:**

**Applicants who do not address the Selection Criteria may not be interviewed**

**Essential Requirements**

- Qualifications in Human Services or related field and/or experience working in the child, youth and family sector
  - Possession of an open “C” class driver’s license
  - Possession of, or ability to acquire a ‘Working with Children’ Suitability card
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1. Demonstrated assessment, problem-solving and case management skills.
  2. Demonstrated ability to provide parenting, budgeting, household and living skills support to families.
  3. Knowledge of and ability to work within culturally appropriate models of practice.
  4. Knowledge of and ability to work collaboratively with Child Safety Service Centres and other specialist and universal agencies.
  5. Demonstrated ability to communicate effectively, both verbally and written.
  6. Ability to work autonomously, plan, prioritise and evaluate work effectively.
  7. Ability to work as part of a diverse team.