

POSITION DESCRIPTION

Position Title	Case Manager (Caring Dads Program)
Program	Caring Dads Program
Employment Status	Full Time
Tenure	Fixed Term – 12 months
Classification	SCHADS Level 6
Position reports to	Caring Dads Team Leader
Location	Heidelberg and Thomastown; on the lands of Wurundjeri People

Kids First is a child, youth and family services provider and early years education specialist. We have proudly been at the heart of community care in Victoria since 1896.

Our proud history is matched with a progressive mindset as we continually deliver Australian-first and sector leading programs designed to strengthen family relationships, support healing and recovery from trauma and set children and young people up for brighter futures.

We nurture an inclusive and rewarding culture that attracts and retains talented people, bound to a common purpose. Built on our legacy of more than 125 years of community service, we actively support our people to make a significant difference to the lives of children, young people and families. Every. Single. Day

Kids First is a child safe organisation and is committed to maintaining a child safe environment for children and young people who access our services.

As an Equal Opportunity employer, we respect and value diversity and inclusion. We welcome everyone to apply, regardless of age, ethnicity, cultural background, gender, sexual orientation, religious affiliation, and physical ability. Reasonable adjustments will be made for people with disabilities where operationally viable.

Our Purpose

Every day we will work together to improve the life trajectories of children and young people, and maximise positive outcomes for them and their families.

Our Values

Our HEART values encapsulate the way we work together and partner with children and families to bring positive and sustainable outcomes.



Hope
We believe that change is possible and achievable



Empowerment
We build on people's strengths and support their ability to make positive changes in their lives



Accountability
We are open and transparent in everything we do



Respect
We value all people



Trust
We act in an ethical, inclusive, professional and open manner

Position Purpose

Caring Dads is a behaviour change program developed in Canada by the University of Toronto and Changing Ways, for fathers who have physically abused, emotionally abused, or neglected their children or exposed their children to family violence or who are deemed to be at high-risk for these behaviours.

The Case Manager role is an exciting new addition to the Caring Dads program, designed to provide individually tailored, trauma-informed intervention to adult users of family violence, who are fathers, through a structured program of up to 10 sessions. This position encompasses both casework and some counselling components, operating within the broader framework and philosophy of the Caring Dads program. Eligible participants will be referred by Caring Dads practitioners at any stage of their involvement with the father. The role is intended to compliment group work by offering individual sessions to men, focusing on behaviour change, accountability, and victim safety while addressing the complex needs of those who have used violence to minimise risks to family members.

Organisational Relationships

Supervisor	Caring Dads Team Leader
Direct Reports	Nil
Internal Relationships	<ul style="list-style-type: none">• Caring Dads team members• Manager, Recovery & Therapeutic Services• General Manager, Child Youth and Family Services• All staff
External Relationships	<ul style="list-style-type: none">• Caring Dads (Canadian developers)• Caring Dads external sites, and Caring Dads Group Facilitators• No to Violence• Key Stakeholders including, government, corporate, community and fundraising/ philanthropic stakeholders• Professional networks

Key Responsibilities

Case Management and some counselling

- Develop and implement individual case plans that focus on behaviour change and risk reduction.
- Deliver up to 10 tailored individual sessions that are trauma-informed and educative, focusing on:
 - a. Enhance group readiness and preparedness for behaviour change as identified
 - b. The impact of violence on family members, especially children.
 - c. The importance of accountability and behaviour change.

- Provide case management alongside some counselling addressing known factors associated with increased risk such as:
 - a. Mental health, substance misuse, and housing services.
 - b. Accommodation, parenting, financial, and legal challenges.
 - c. Social isolation and unemployment.
- Collaborate with family safety worker to:
 - a. Conduct risk assessments for victims (women and children).
 - b. Develop and implement safety plans.

Stakeholder Relations

- Develop and maintain mutually accountable, mutually responsible relationships with other members of Kids First.
- Develop and maintain external partner and stakeholder relationships.
- Provide support and consultancy internally and to Kids First partners on working with fathers and people using violence.
- Liaise with relevant government agencies and community stakeholders to establish effective referral pathways into the program.

Teamwork and Practice

- Actively participate in supervision and reflective practice sessions, according to Kids First supervision policies and procedures
- Participate and contribute to evaluation, including use of evidence-based evaluation tools.
- Participate in regular case review processes and complete closures in line with Kids First standards.
- Engage with Family Safety Contact Practitioner to ensure the safety of victim survivors when required.
- Identify and apply interventions and work to develop innovative solutions to complex and difficult cases, drawing on a range of professional networks to identify gaps in case assessments.
- Complete all duties required to ensure fidelity of program and service model.

Quality and Risk Management

OHS

- All Kids First employees have a personal responsibility to work safely and to abide by the legislation, rules and established safe work practices that govern safety in the workplace.
- Ensure service standards, program procedures, and client information systems are maintained in accordance with Kids First requirements.
- Ensure practices are compliant with Service Quality and Practice standards according to Kids First Policies and Procedures.
- All Kids First employees have a personal responsibility to work safely and to abide by the legislation, rules and established safe work practices that govern safety in the workplace.

Capability Framework – key selection criteria

Formal Qualifications	<ul style="list-style-type: none"> • A tertiary qualification in social work, psychology or a related field • Family Violence training is highly desirable
Skills & Experience	<ul style="list-style-type: none"> • A minimum of 3 years' experience in client engagement and/or risk management with a therapeutic Trauma and Family Violence informed practice context with people who use violence • Expertise in current family violence theories and practice frameworks • Knowledge of early childhood development, including trauma informed care and childhood attachment theory • Strong understanding of behaviour change principles. • Advanced intervention skills, including: <ul style="list-style-type: none"> ○ Motivational interviewing techniques to engage clients in meaningful dialogue about behaviour change. ○ Experience in providing evidence informed interventions, including but not limited to CBT, psychoeducation and a Systems approach. ○ De-escalation strategies to manage resistance and challenging behaviours. ○ Conflict resolution and mediation skills to address complex dynamics effectively. ○ Structured risk assessment and safety planning to mitigate harm to victims. • Demonstrated capability to network and build productive relationships with others both inside and outside organisational boundaries • Highly developed written, verbal and interpersonal communication skills • Excellent time management, organisational skills, and good administration skills. • Ability to manage complex cases with competing priorities.
Other Selection Criteria	<ul style="list-style-type: none"> • Current Victorian Working with Children Card • Willingness to undertake a Police Check • A good understanding of or willingness to learn about Aboriginal culture, values and protocols and a demonstrated capacity to work in a culturally informed and respectful manner.
MARAM Framework	<p>The Family Violence Multi-Agency Risk Assessment and Management Framework ensures services are effectively identifying, assessing and managing family violence risk.</p> <p>Kids First Australia Ltd is prescribed under the Multi-Agency Risk Assessment and Management (MARAM) framework. MARAM is a framework for organisations prescribed in assessing and managing family violence risk. The framework sets out the responsibilities for different workforces in identifying, assessing and managing family violence risk across the family violence broader service system. Please see https://www.vic.gov.au/family-violence-multi-agency-risk-assessment-and-management for further information.</p>

Inherent Physical and Psychological Demands

Activity	Frequency – Daily Regular Occasional
Managing competing priorities	Daily
Computer based activities	Daily
Interact with clients who may display physically or verbally challenging behaviour	Daily
Exposure to families who have experienced family violence	Daily
Exposure to clients who have used family violence	Daily
Driving	Sometimes
Walking, climbing stairs, bending	Sometimes
Out of Hours Work (evenings)	Weekly