

POSITION DESCRIPTION

Position Title	Evidence-based Parenting Programs Practitioner
Program	Integrated Family Services
Employment Status	Full time
Tenure	Fixed Term until 30.06.2027
Classification	SCHADS Award Level 5
Position reports to	Evidence-based Parenting Programs Lead
Location	Thomastown; on the lands of the 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

The Evidence-based Parenting Programs Practitioner delivers evidence-based parenting interventions to children and families within Family Services, with a focus on strengthening parenting capacity and supporting safe, nurturing parent-child relationships.

The role is responsible for delivering Promoting First Relationships (PFR) and Triple P – Positive Parenting Program in both individual and group formats. The practitioner works directly with families experiencing vulnerability, using trauma-informed, culturally responsive and developmentally appropriate approaches.

The role sits within the Parenting Programs stream and is supported by the Evidence-Based Parenting Programs Lead, contributing to the consistent and high-quality implementation of evidence-based models across the service.

Organisational Relationships

Supervisor	<ul style="list-style-type: none"> Evidence-based Parenting Programs Lead
Direct Reports	<ul style="list-style-type: none"> Nil; however, may provide specialist support and direction regarding evidence-based parenting programs to other practitioners
Internal Relationships	<ul style="list-style-type: none"> Chief Executive Officer Executive Team Family Services Operations Lead Family Services Practice Lead Team Leader – Infant & Family Services All staff
External Relationships	<ul style="list-style-type: none"> Children and families Alliance partner agencies Community service providers Relevant program bodies (e.g. PFR, Triple P networks)

Key Responsibilities

Service Delivery

- Maintain a caseload of PFR Level 2 families, delivering high-quality therapeutic and parent-child attachment supporting intervention
- Undertake assessment, case planning, and review processes in line with organisational requirements
- Support engagement and accessibility of parenting programs for vulnerable families
- Deliver evidence-based parenting group programs (including Tuning into Kids, Circle of Security, Triple P Fearless and others)

Workforce Development & Capability Building

- Build capability of Family Services practitioners through in session support and consultation using PFR and Triple P frameworks

Data, Evaluation and Planning

- Contribute to data collection, reporting, and outcomes measurement across parenting programs
- Support evaluation of program effectiveness, including client outcomes and feedback

- Contribute to service planning and implementation activities, particularly in relation to evidence-based parenting programs and Family Services reforms

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.

Key Performance Indicators

- Delivery of PFR Level 2 intervention to a small caseload (as agreed)
- Support the delivery of PFR Communities of Practice
- Delivery of Triple P (1:1 and group)
- Maintenance of PFR accreditation and fidelity standards
- Participate in critically reflective supervision and group supervision, according to Kids First supervision policies and procedures.
- Undertake professional development to maintain best practice in relation to current practices and interventions.
- Participate in and contribute to evaluation, including use of evidence-based evaluation tools.
- Maintenance of accurate electronic case files and records in line with Kids First policies.
- Attendance at, and participation in, staff meetings and contribution to a professional and harmonious workplace.
- Compliance with all Kids First policies and procedures.

Capability Framework – key selection criteria

Formal Qualifications	<ul style="list-style-type: none"> • Relevant university qualification in social work, psychology, child and family social welfare or related discipline. • Level 1 PFR Trained and Accredited and willingness to undertake and maintain PFR Level 2 Training
Skills, Experience, & Values	<ul style="list-style-type: none"> • Demonstrated experience, expertise and commitment to working in the child and family services sector. • Demonstrated experience in delivering evidence-based parenting programs • Experience in group facilitation and/or supporting group-based interventions • Demonstrated personal value set that is aligned with Kids First’ organisational values and a commitment to personal professional development • Demonstrated understanding and capability for working with diversity of clients and staff. • Demonstrated ability to apply organisational practice models, procedures, theoretical frameworks, and relevant legislation when working with clients • Demonstrated capability to network and build productive relationships with others both inside and outside of the organisation • Highly developed written, verbal, and interpersonal communication skills.
Other Selection Criteria	<ul style="list-style-type: none"> • Willingness to undertake a Police Check • Current Victorian Working with Children Card

	<ul style="list-style-type: none"> • 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.
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Inherent Physical and Psychological Demands

Activity	Frequency – Daily Regular Occasional
Manage competing priorities	Daily
Computer based activities (including phone work)	Daily
Interact with clients who could display verbal or physically challenging behaviour	Occasional
Driving	Regularly
Walking, climbing stairs, bending	Daily
Standing, Sitting	Daily
Lifting (children in and out of vehicle)	Occasional
Attend external locations	Occasional
Dealing with confrontation	Occasional
Judgement and decision making	Regularly
Time Management	Daily
Following instruction/taking directions	Daily