

POSITION DESCRIPTION

Position Title	Caring Dads Program Practitioner
Program	Therapeutic Services, Caring Dads Program
Employment Status	Part-time (0.8 FTE) or Full-time
Tenure	Permanent
Classification	SCHADS Level 5 – 6 based on experience
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 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 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 Vision

Every day we will work together to improve 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 Caring Dads program is jointly provided by Kids First in collaboration with the University of Toronto. Caring Dads is an early intervention 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 domestic violence or who are deemed to be at high-risk for these behaviours.

The Caring Dads practitioner role's primary purpose is to enhance men's motivation, promote child-centred fathering, address men's ability to engage in respectful, non-abusive co-parenting with children's mothers, recognise that children's experience of trauma will impact the rate of possible change, and work collaboratively with other service providers to ensure that children benefit.

This is achieved through three key elements of the role:

- Initial assessment of group readiness, engagement, safety and psychosocial support needs.
- Facilitation of the 18-week evidence based and manualised Caring Dads group program with fathers who use family violence.
- the provision of Coordinated case management.

Organisational Relationships

Supervisor	Caring Dads Team Leader
Direct Reports	Nil
Program Internal Relationships	<ul style="list-style-type: none"> • Caring Dads Manager • General Manager, Recovery & Therapeutic Services • All staff
Program External Relationships	<ul style="list-style-type: none"> • Dr Katreena Scott • Caring Dads external sites, and Caring Dads Group Facilitators • Key Stakeholders including, government (Child Protection), corporate, community and fundraising/ philanthropic stakeholders. • Professional networks • Communities of Practice • No to Violence

Key Responsibilities

Caring Dads Program

- Joint facilitation of the 18 - week program
- Undertake assessments of men referred to the program and collaboration with services involved with the client to manage the risks associated with the participants.
- Undertake thorough and nuanced assessment and the MARAM for group readiness, engagement, safety and psychosocial support needs.
- Provide fathers who are not necessarily ready for group or need additional support outside of group with selective case management or provide a referral into comprehensive Case Management support.
- Undertake ongoing risk and safety assessments and writing final reports for program participants referring agencies and collaborative partners.
- Engage in Clinical Review sessions and Statewide Communities of Practice and reflective practice and Communities of Practice.

- Participate in and contribute to Caring Dads evaluation and monitoring activities, ensuring development of practice tools, techniques.
- Participate in the co-design and trailing of new innovative versions of the model for specific client groups.
- Share Clinical knowledge with colleagues, contribute to consistent group facilitation practice, participate in quality improvement and when required consult with relevant specialist services

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.
- Engage in shared case consultations to Identify and apply interventions that work to develop innovative and safe 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, as well as consultation with Clinical Lead.

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 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 therapeutic Trauma 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. • Group Facilitation experience and sound knowledge of groupwork, theory and practice as it applies to family violence recovery and family violence intervention. • Demonstrated capability to network and build productive relationships with others both inside and outside organisational boundaries.

	<ul style="list-style-type: none"> • Highly developed written, verbal, and interpersonal communication skills. • Ability to identify risk/safety issues and respond effectively in whole of family and strength-based manner. • Excellent time management, organisational skills, and good administration skills.
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.

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