

# Position Description



## The Salvation Army Vision

Wherever there is hardship or injustice, Salvos will live, love and fight alongside others to transform Australia one life at a time with the love of Jesus.

<b>Position Title</b>	Collaborative Principal Practitioner	<b>Date Approved</b>	April 2019
<b>Reports To</b>	Auspice Agency Manager: Kellie Brown and The Working Together Partnership	<b>Department &amp; Location</b>	SalvoConnect Western Ballarat
<b>Classification</b>	Social, Community, Home Care and Disability Services Industry Award Social Work Stream Level 7	<b>Employment Term</b>	1 year with the possibility of extension.

<b>Position Context</b>	<ul style="list-style-type: none"> <li>• The position of Collaborative Principal Practitioner (CPP) has been developed to carry out the Collaborative Practice Project which has been developed by the Working Together Partnership.</li> <li>• The guiding principles of the Working Together Partnership are:             <ul style="list-style-type: none"> <li>○ <i>Diversity</i>, which leads to new values and addresses anxiety about difference</li> <li>○ <i>Equity</i>, which leads respect and addresses power imbalance</li> <li>○ <i>Openness</i>, which leads to trust and addresses hidden agendas</li> <li>○ <i>Mutual benefit</i>, which leads to commitment and addresses competitiveness</li> <li>○ <i>Courage</i>, which leads to breakthrough results and addresses uncertainty</li> </ul> </li> <li>• The Working Together Partnership is made up of members from the Central Highlands Family Services Alliance, (CHFSA), and the Central Highlands Integrated Family Violence Committee (CHIFVC).</li> <li>• The CPP position is funded through a co-contribution model, with contributions from Working Together partner agencies which</li> </ul>
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**Central Highlands Family Services Alliance & Central Highlands Integrated Family Violence Committee: Working Together Partnership**

	<p>include representatives from Berry Street, WRISC, Uniting, Child And Family Services, Centacare, SalvoConnect Western, Women’s Health Grampians, Ballarat Community Health, Ballarat Health Services and Ballarat And District Aboriginal Co-operative.</p> <ul style="list-style-type: none"> <li>• The Collaborative Practice Project and the position of the Principal Practitioner has been designed to enhance integration and collaboration across the Family Services, Family Violence and related sectors in the Central Highlands. A focus of the project and position is to develop models of collaborative practice that can effectively wrap services around a family.</li> <li>• The funds for this position will be held and managed by SalvoConnect Western under an auspice arrangement with the Working Together Partnership.</li> </ul>
<p><b>Position Purpose</b></p>	<ul style="list-style-type: none"> <li>• There is a strong international and national evidence base for collaborative practice to improve outcomes for vulnerable families. This position will have a particular focus on strengthening a family-centered approach and assisting cross-sector practitioners to cross agency and sector boundaries and achieve case-focused unity.</li> <li>• The CPP will support cross-sector capacity building and provide direct case advice and consultation, focused on supporting practitioners to: strengthen their understanding of integrated practice; respond holistically to the needs of families; ensure the voice of service users, including children, is central to service responses; ensure a focus on perpetrator behaviour and accountability; and help the sectors to move from a paradigm of transferring risk to sharing risk for families experiencing family violence.</li> <li>• The CPP will provide a back-bone support role to the initiative. This includes providing project support and advice to the Working Together Partnership to assist the partnership to develop and maintain a sustainable model, underpinned by lasting practice improvements</li> </ul>
<p><b>Resources</b></p>	<ul style="list-style-type: none"> <li>• <a href="http://www.chifvc.org.au">www.chifvc.org.au</a></li> <li>• <a href="https://orangedoor.vic.gov.au/what-is-the-orange-door">https://orangedoor.vic.gov.au/what-is-the-orange-door</a></li> <li>• Reform agendas: “Ending Family Violence Victoria’s Plan for Change” and “Strong Families safe Children-Roadmap for Reform” can be found on the Victorian Government Website.</li> </ul>

**Central Highlands Family Services Alliance & Central Highlands Integrated Family Violence Committee: Working Together Partnership**

Key Accountability Areas		Key Responsibilities	Success Criteria
1	<b>Case- Practice Leadership</b>	<p>Support cross-sector practitioners to work collaboratively to develop relationship based practice that is both child-centred and family – focused.</p> <p>Support practitioners to understand the needs of children in their own right.</p> <p>Contribute to a culture of cross-sector practice in the Central Highlands region by driving innovation and being an agent of change</p> <p>Apply contemporary research, theory and knowledge based on experience, to develop innovative solutions regarding best practice standards and cross-sector collaboration.</p>	<p>Practitioners will develop shared case-plans; obtain case-focused unity and gather cross sector knowledge that places families in the centre of all work.</p> <p>The voice of children is incorporated into interventions</p> <p>Cross sector practitioners are provided with opportunity to exchange critical information, engage in knowledge sharing and receive practice advice.</p> <p>Leadership is provided to practitioners that is open, proactive, reflective and assertive.</p>
2	<b>Backbone support and partnerships</b>	<p>Support practitioners to work in collaboration with the Central Highlands Support and Safety Hub (the Orange Door) and support service sector interfaces with the Orange Door;</p> <p>Engage, consult and co-design solutions with practitioners, the Working Together Partnership and families</p> <p>Support the Working Together Partnership to review and respond to service system barriers, impacting on cross-sector collaboration. This includes providing practice intelligence and information about barriers and enablers to cross-sector work</p> <p>Align Workplan activities to the CHFSA and CHIFVC strategic plans and present work plans to the Working Together Partnership.</p>	<p>Cross-sector practice and operational partnerships are built and maintained and high levels of collaborative effectiveness and engagement is demonstrated.</p> <p>Work is carried out in collaboration with the Central Highlands Service System Navigator and the Principal Strategic Advisors in the region.</p> <p>Project reports are presented to the Working Together Partnership, detailing de-identified practice level intelligence.</p> <p>The Collaborative Practice Project is prepared and delivered smoothly to maximise the impacts of the project upon practitioners and families.</p>

**Central Highlands Family Services Alliance & Central Highlands Integrated Family Violence Committee: Working Together Partnership**

<b>SELECTION CRITERIA</b>	
<b>Values</b>	Understanding of and commitment to the mission and values of The Salvation Army
<b>Required experience</b>	<p>Demonstrated experience working as a practitioner or in senior positions in the Family Services or Family Violence sectors.</p> <p>Able to demonstrate a strong knowledge base and understanding of family violence and child and family vulnerability.</p> <p>Able to demonstrate expert skills in collaborative practice, relationship building and practice advice.</p>
<b>Qualifications &amp; Mandatory Requirements</b>	<p>Tertiary qualification in Social Work, Psychology or related discipline.</p> <p>Additional study or professional development relating to vulnerable children and families and family violence is highly regarded</p> <p>Acknowledge that TSA is a Child Safe Organisation which requires compulsory training to ensure employees and volunteers comply with all child safe standards at all times. Obtain a valid and current Working with Children Check</p> <p>Current valid driver's licence</p> <p>Mandatory National Police check</p>
<b>Key Capabilities</b>	<ol style="list-style-type: none"> <li>1. Experience working within partnership governance frameworks, including relationship building, reporting and communicating across practice, operational and executive levels</li> <li>2. Passionate about collaboration and cross-sector work, recognises and can communicate the benefits. Has a track record of working collaboratively and a demonstrated capacity to negotiate and liaise with a cross sector audience</li> <li>3. Contribute to a culture of cross-sector practice in the Central Highlands region by driving innovation and being an agent of change</li> <li>4. Works confidently with vulnerable families and children, demonstrating an understanding of child safety legislative, policy and practice requirements</li> </ol>

**Central Highlands Family Services Alliance & Central Highlands Integrated Family Violence Committee: Working Together Partnership**

<b>SELECTION CRITERIA</b>			
			5. Sound understanding of family violence, including the causes/drivers of family violence, experience with risk assessment and management, and understanding of the family violence service sector
			6. Understands holistic service provision and ensures lived experience including the voice of children is incorporated into interventions
			7. Experience providing direct case advice and supervision to practitioners and regularly engages in knowledge sharing
			8. Strong skills in managing competing demands and prioritising work and demonstrated ability to progress and achieve activities and tasks within an agreed work plan.
			9. Proven highly developed interpersonal skills, emotional intelligence, and excellent engagement skills.
<b>THE SALVATION ARMY MISSION &amp; VALUES</b>			
<p>The Salvation Army is a Christian movement dedicated to <b>sharing the love of Jesus</b>.</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>We share the love of Jesus by:</p> <ul style="list-style-type: none"> <li>- Caring for people</li> <li>- Creating faith pathways</li> <li>- Building healthy communities</li> <li>- Working for justice</li> </ul> </div> <div style="width: 45%;"> <p>Recognising that God is already at work in the world, we value:</p> <ul style="list-style-type: none"> <li>- Integrity</li> <li>- Compassion</li> <li>- Respect</li> <li>- Diversity</li> <li>- Collaboration</li> </ul> </div> </div> <p>We commit ourselves in prayer and practice to this land of Australia and its people, seeking reconciliation, unity and equity.</p>			
<b>Signatures:</b>			
	<b>Employee Name</b>	<b>Signature</b>	<b>Date</b>
	<b>Manager Name</b>	<b>Signature</b>	<b>Date</b>