

FAMILY WORKER



Job No. 4416

The University of Newcastle is an equal opportunity employer committed to equity, diversity and social inclusion. Women and Aboriginal and Torres Strait Islander candidates are particularly encouraged to apply.

- Part time | Fixed term for 6 months
- Join one of Newcastle's largest employers
- Help to strengthen family & community wellbeing

Be challenged and imagine with us

The Family Action Centre (FAC) is a research, teaching and practice centre, focusing on strengthening family and community wellbeing. The Centre has a 30-year track record of innovative, dynamic and enduring work addressing the factors that affect the health, wellbeing, social and educational paths of families, particularly for those challenged by increasingly complex vulnerabilities.

The FAC facilitates a number of innovative family and community outreach programs, which are funded through government and philanthropic grants. These programs combine direct service to the community with student placement and volunteer experiences, and research effort, which create models of practice that promote equity, sustainability, social justice and community leadership.

The Hunter Family Outreach Project is funded by the NSW Government's Department of Communities and Justice (DCJ) in recognition of its role in family support and child protection.

This is a part time position (0.6) offered as a fixed term contract for 6 months and is based at the Callaghan Campus. Regular travel within the Hunter region is a requirement of this position.

How will you inspire us?

As an experienced Family Worker supporting the Hunter Family Outreach Project, you will work with parents/carers/guardians to identify, plan and implement a considered program of activities that support the strengthening of relationships, capacities and skills within families.

Operating across five local government areas in this client facing role, you will provide case management support to families dealing with child protection issues, assess and report child protection risks and deliver a range of evidence based parenting programs.

Experienced in strengths based, trauma informed family support casework you will be familiar with the challenging and complex circumstances you encounter on a daily basis along with the sensitives and level of confidentiality required in this position.

You will have exceptional people skills and be able to respectfully engage with stakeholders from diverse social and cultural backgrounds and confidently build and maintain ongoing relationships with professional industry partners.

Qualifications in social sciences/social work along with a minimum two years experience is essential. The FAC covers an age group of 0-18 years and as such experience with youth work case management will be highly regarded. Experience facilitating support playgroups is also preferred however not essential.

Contributing to a positive workplace culture, you will join a supportive and collaborative team with a shared vision focusing the wellbeing of families and their communities.

For additional information on the position contact Jane Mitchell, Team Leader on +61 2 4985 4939 or via Jane.e.Mitchell@newcastle.edu.au

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Conditions & Benefits

HEW Level 5 from \$68,529.00 to \$79,495.00 p/a on a pro rata basis plus Superannuation Guarantee contributions will be made to Unisuper with this appointment

A range of flexible salary packaging options is also available.

Additional information on benefits and conditions of employment is available via these links:

<http://www.newcastle.edu.au/about-uon/jobs-at-uon/benefits-at-a-glance>

<http://www.newcastle.edu.au/about-uon/jobs-at-uon>

Due to the nature of this role, the University will require the preferred candidate to undertake and pass a Working with Children Check. If you are the preferred candidate, you will need to provide a new Working with Children Check number to allow the University to verify your status. Details on the application process for a Working with Children Check can be found at the following link:

<http://www.kidsguardian.nsw.gov.au/Working-with-children/working-with-children-check>

Submitting your application - Please note: your application must include:

- A statement addressing the selection criteria (4 pages max)
- Your CV with contact details for three relevant referees.

Before submitting your application please read the important information and useful tips on what to include - available via this link: [Submitting your application](#)

Additional information about our application process is available via this link: [Application Process](#)

If you have any difficulties uploading your application please telephone HR Services (+61 2) 4033 9999 - and press 2- during business hours (AEST) or email: employment@newcastle.edu.au

POSITION DESCRIPTION – Professional Staff

Position Title	Family Worker - Hunter Family Outreach Project
HEW Level	HEW 5
School / Unit	The Family Action Centre
Faculty / Division	Faculty of Health and Medicine
Reports to	Team Leader, Hunter Outreach Project
Direct Reports	Nil
Contract Type	Part-time (21 hours per week) for 6 months.

ROLE DESCRIPTION

Responsible for the implementation of the family support activities conducted within the Family Action Centre's Hunter Family Outreach Project. The Family Worker will work with the Team Leader and colleagues in the project team to facilitate activities that support the strengthening of capacities within families. The breadth of activities will be broad and innovative.

The role provides direct service delivery, which includes working with parents/carers/guardians to identify, plan and implement a considered program of activities that support the strengthening of relationships, capacities and skills within families.

This position is based at the Callaghan campus, however travel within the Hunter region is required on a regular basis.

OVERVIEW OF UNIT/SCHOOL AND POSITION CONTEXT

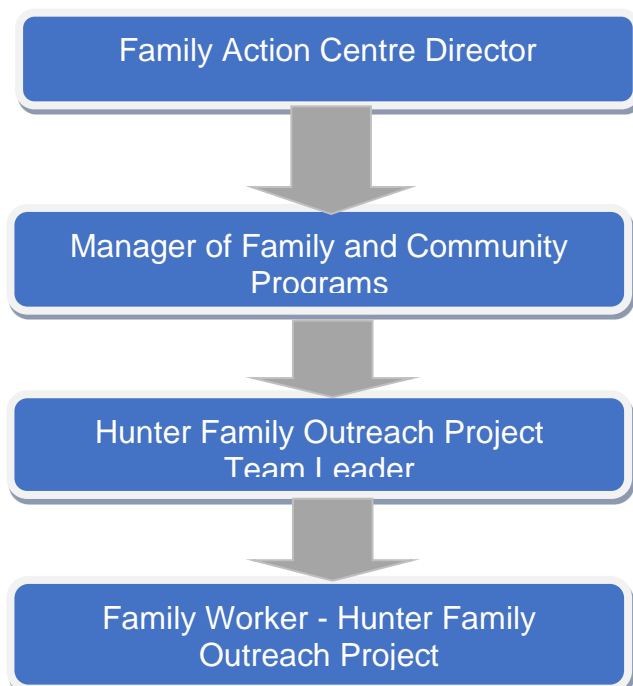
The University of Newcastle stands as a global leader distinguished by a commitment to equity and excellence. Our vision is to be a world-leading University for our regions and creating a better future for our regions and the globe. Underpinned by this vision and our values of excellence, equity, engagement and sustainability, [the University of Newcastle's Looking Ahead Strategic Plan 2020-2025](#) outlines the University's commitment to delivering an exceptional student experience and serving our communities.

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ORGANISATIONAL CHART



ROLE RESPONSIBILITIES AND TYPICAL ACTIVITIES

Area of accountability	Core Responsibilities & Typical Activities	Measures of Performance
Activity (Service) Delivery	<p>Provide strengths focused direct service to families both individually and in groups using extensive knowledge of trauma informed practices.</p> <p>Support families using excellent skills in case work.</p>	<p>Families in receipt of service provide positive feedback.</p> <p>Collaborating/partnering services provide positive feedback.</p>
Planning, development and administration	<p>Work with colleagues in the Hunter Outreach Project plus other key stakeholders to develop a schedule of evidence informed initiatives targeting strong parental capacities.</p> <p>Provide specialised advice and recommendations on the sustainability of activities.</p> <p>Manage daily activities associated with the delivery of the project including administrative tasks.</p>	<p>Satisfactory feedback from key stakeholders</p>
Communication and Engagement	<p>Develop and implement effective communication strategies relating to <i>Hunter Outreach Project</i> initiatives and other stakeholders.</p> <p>Regularly engage and build relationships with key project stakeholders.</p>	<p>Project stakeholders report satisfaction with liaison and communication.</p>
Reporting and evaluation	<p>Routine reporting using established databases and other tools.</p> <p>Contribute to the development of evidence informed programs and practice relating the promotion of child well-being and positive family functioning.</p> <p>Support research and contribute to the dissemination of learning from the project to relevant internal and external audiences/stakeholders.</p> <p>Provide recommendations for further development and implementation of the project.</p>	<p>Project records are up to date.</p>

POSITION CHARACTERISTICS

Organisational Knowledge	<p>Perform tasks/assignments, which require proficiency in the Hunter Family Outreach Project and associated activities, processes and procedures and how they interact with other related programs and activities.</p>
Professional / Industry Knowledge	<p>The Hunter Family Outreach Project operates in a framework that is trauma-informed, family focused and employs a casework approach.</p> <p>Maintain awareness of the national and state family and child wellbeing sectors including the impact of government policy, particularly in relation to access to supportive services and social inclusion.</p> <p>Maintain up to date knowledge of community/family engagement.</p>
Level of supervision / independence	<p>General Direction with support and supervision to ensure critical deadlines are met.</p> <p>Support the field supervision of placement students.</p>

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Problem solving and judgement	A range of differing situations will be encountered requiring judgement based on theoretical knowledge and expertise. Refer more difficult or complex problems to the Team Leader for support and guidance. Review and evaluate activity procedures ensuring efficient and effective processes are established and maintained.
Key relationships (internal & external) & immediate team	Work closely with the Team Leader and colleagues in the Hunter Family Outreach Project to implement activities that support the strengthening of capacities within families. Effective working relationships with key stakeholders including family and health services, schools and government departments in the lower Hunter.
Challenges	Ensuring the project is integrated and value adds to current family support initiatives undertaken in the region.
Special Characteristics	Ability to work flexible hours (e.g. occasionally start early or finish late). Willingness and capacity to travel for short periods of time.
WWC Check Required	Yes
First Aid Certificate	Yes
NSW Police Check	Yes

EXPECTED BEHAVIOURS

The role is expected to display personal qualities and behaviours consistent with an Individual Contributor Level as outlined in the UON Leadership Framework.

The UON Leadership framework describes six leadership capabilities for both academic and professional staff. At UON leaders; shape the future, engage beyond the University, work collaboratively, strive for excellence, drive performance and show courage and respect.

At UON we recognise that while leaders exist at all levels, people face different challenges and demands depending on their leadership level. For each Leadership Capability the behaviours reflect how each capability can be observed at different leadership levels in the University.

INHERENT REQUIREMENTS

This Position Description outlines the major accountabilities/responsibilities and the selection criteria against which you will be assessed as suitable for the position. As such there will be specific job requirements that we refer to as Inherent Requirements. Inherent Requirements refer to your ability to:

- Perform the essential duties and functional requirements of the job.
- Meet the productivity and quality requirements of the position.
- Work effectively in the team or other type of work organisation concerned.
- Do the job without undue risk to your own or others health, safety and welfare at work.

If you have any injuries, illness, disorder, impairment, condition or incapacity that may affect your ability to perform the inherent requirements of the position, we encourage you to discuss this with the University to assist in the process of identifying reasonable adjustments to enable you to perform the duties of the position.

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ESSENTIAL CRITERIA

1. A degree in Social Sciences/Social Work; or completion of an associate diploma and at least 2 years subsequent relevant work; or an equivalent combination of relevant experience and/or education/training.
2. Demonstrated expertise in strengths based, trauma informed family support casework.
3. At least two years demonstrated experience and expertise in delivering evidence informed family/parenting programs.
4. At least two years demonstrated experience and expertise in delivering family support including assessment and reporting of child protection risk, case planning for safety networks, mobilisation of protective factors and monitoring risk.
5. Experience working collaboratively with people from diverse social and cultural backgrounds.
6. Highly developed interpersonal skills including the ability to participate in a team environment demonstrating clear communication and mutual respect.
7. Knowledge of, and experience in adhering to workplace policies and procedures in the areas of work health safety, equity, diversity and promoting a respectful workplace culture.
8. A current driver's license.