



POSITION DESCRIPTION

Position Title	Family Practitioner–Functional Family Therapy Through Child Welfare (FFT-CW)
Directorate:	Withdrawal and Community Services
Program	Community Services in collaboration with Anglicare
Award/Agreement	Windana Drug and Alcohol Recovery Inc. Enterprise Agreement 2016
Classification	Level 6
Reports to	Program Coordinator Community Services
Direct reports	N/A
Employment Type	Fixed term, Fulltime
Date of Review	25/11/2019

The Organisation
<p>Windana is a leading Victorian drug and alcohol treatment organisation specialising in holistic, client-focused recovery services. For more than 30 years, we have been helping people rebuild their lives in a safe, caring environment, supporting our clients wherever they are in the recovery process.</p> <p>Our Mission Helping people to rebuild their lives.</p> <p>Our Vision We will provide a range of complementary treatment services to support individuals and families to assist them to recover from the harmful effects of drugs and alcohol. We will draw on our specialist expertise to increase community understanding of drug and alcohol related issues and we will develop a pro-active, educative focus to our work.</p> <p>Our Principles</p> <ul style="list-style-type: none"> • Provide a range of approaches and give attention to all aspects of an individual. • Provide unflagging belief and support for individuals who wish to change and grow. • Respect differences in culture, religion, gender, age, family situation, background and economic status. • Commit to honesty and respect in all our relationships. • Draw on our expertise to develop new approaches to support treatment information and community education. • Develop processes and practices that are open, fair and honest. <p>What we believe We believe that people can rebuild their lives.</p>

Program Information
<p>The Functional Family Therapy Through Child Welfare program has been developed to support families, with children from birth to 18 years, in the home. The role of FFT-CW® is to be a final preventative intervention for families to divert them away from the statutory Child Protection system and focus on providing them with an alternative positive experience of receiving support from an organisation. The model seeks to move families through a theory of change process where negativity is reduced (which is so often embedded in the relationships of target families), and hope is increased through strategies to strengthen family communication and dynamics which reduces escalation of issues and subsequently risk. This role is based at the Anglicare office in Preston.</p>
Position Objective
<p>The Family Practitioner -FFT-CW® is required to:</p> <ul style="list-style-type: none"> • Participate in all model program training, supervision and consultation activities. • Gain accreditation in the FFT-CW model & ensure your practice adheres to model fidelity • Complete all case notes and data entry as required • Provide direct engagement and motivation using methods compatible with principles and practices of the specified model. <p>This role will be part of a team comprising Anglicare and Mind staff and will work collaboratively to develop practice expertise in delivering this new exciting evidence-based model.</p> <p>The FFT-CW® Family Practitioner will receive expert coaching and support to work with families in their homes using a four-phase intervention program of engagement, motivation, behaviour change and generalisation.</p>
Position Responsibilities
<ul style="list-style-type: none"> • Conduct assessment including review of referral information, identifying and engaging key participants, identifying systemic risks and protective factors and developing an analysis of the problem behaviours within the ecological context and model process. • Create written phase and session plans tailored to the specific family (including linking plans to safety risks and referral behaviours and anticipated session frequency during phase). • Work with the team to identify and overcome barriers to engagement/motivation in families who have been referred to the service. • Participate in FFT staffing with Lead Practitioner and/or FFT coach and be receptive to receiving and acting upon feedback. • Record and update outcomes and data management systems to meet DHHS guidelines and statutory requirements. • Work with relevant stakeholders to enable continual improvement to the design and implementation of our service delivery model to further extend our commitment to improving the lives of children, young people and their families.

- Develop good working relationships with Aboriginal lead agencies to ensure cultural safety in our practice and good outcomes for aboriginal children and young people.
- Maintain stakeholder relationships with referral sources. Coordinate services within Anglicare Victoria and with other community providers.
- Identify performance trends, best practices, and opportunities for improvement.

Key Working Relationships

	Internal:	External:	
	FFT-CW staff and Windana staff	Other AOD Agencies,	
	Clients	Allied Health professionals and relevant services	

Selection Criteria

Essential

- Tertiary qualifications, preferably in social work, psychology or behavioural sciences or equivalent.
- Excellent understanding of the child and family service system, including legislative and policy frameworks.
- Excellent knowledge of, and experience in the application of relevant theoretical approaches (particularly trauma theory) that underpin therapeutic and casework practice to vulnerable children, young people and families.
- Excellent skills in providing expert case consultation and advice to complex cases, particularly around risk, safety and wellbeing assessments.
- Excellent knowledge of psychosocial therapeutic interventions suitable for clients presenting with co-occurring AOD and mental health conditions, particularly mood disorders, personality disorders, severe and persistent mental illness, as well as relapse prevention strategies, motivational interviewing techniques, cultural competence, dual diagnosis, trauma informed approaches, ASIST, Mental Health First Aid, Introduction to Family Inclusive Practice, CBT interventions and risk assessment.
- Sound understanding of culturally sensitive practice and is able to establish rapport and relate sensitively with Aboriginal and culturally diverse groups.
- Demonstrated advanced knowledge of the complex health and psychosocial needs of persons affected by the use of alcohol and other drugs.
- Understanding of the Victorian Drug Services Framework and the AOD service system
- Demonstrated capacity to:
 - Prepare case notes and clinical reports which meet required professional standards.
 - Work with people with co-occurring AOD and psychiatric presentations.
 - Work with people from diverse cultural and linguistic backgrounds.
 - Work competently within a multidisciplinary team under clinical supervision.
 - Work effectively with minimal workplace supervision.
 - Set priorities, plan, organise & monitor workflow.

Additional Requirements

All employees are required to:

- Obtain a valid Working with Children Check for this position; a police check will be administered for preferred candidates.
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Windana clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Windana in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Windana
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Windana management. Windana is committed to child safety and is a Child Safe organisation
- Be aware of and comply with the Windana Code of Ethics and Practice
- A current Victorian Driver's license is essential
- Have valid working rights to work in Australia

General Information

- Employment terms and conditions are provided in accordance with the Windana Drug and Alcohol Recovery Inc. Enterprise Agreement 2016.
- All positions at Windana are subject to on-going government funding.
- Remuneration Packaging is available in accordance with current legislation.
- Windana is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment and/or discrimination. The organisation promotes diversity and awareness in the workplace.
- Under the Accident Compensation Act, it is the applicant's duty to advise Windana of any pre-existing condition, which could be aggravated by the type of employment they are applying for. Failure to do so seriously jeopardises any entitlement the employee might have for a work-related aggravation of that non-disclosed pre-existing condition.
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Windana reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Redeployment to other services or sites within Windana may be required
- Windana is a smoke-free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee Name:

Employee Signature:

Date: