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## Senior Practice Support Officer

### OVERVIEW

<b>Role:</b>	Senior Practice Support Officer
<b>Team:</b>	Commissioning and Quality
<b>Reports to:</b>	Project Manager Quality
<b>Direct reports:</b>	One (and may increase depending on organisational requirements)
<b>Hours:</b>	Full time (35 hours/week)
<b>Award:</b>	\$95,000 plus superannuation, commensurate with experience (not-for-profit salary packaging available)
<b>Financial delegation:</b>	Category 3

### ABOUT ABSEC

AbSec (NSW Child, Family and Community Peak Aboriginal Corporation) is the peak Aboriginal organisation in the NSW child and family welfare sector. We provide an Aboriginal perspective on child protection and out-of-home care policy to the NSW Government, and support the Aboriginal community-controlled sector to deliver effective services for Aboriginal children and families. We are a not-for-profit, incorporated community organisation, governed by an all-Aboriginal board.

We recently established AbSec Learning and Development Centre (AbSec LDC), a subsidiary organisation and registered training organisation. AbSec LDC is the only registered training organisation in NSW owned and managed by Aboriginal people in the child and family support sector, offering recognised qualifications in disability support, family welfare and child protection, as well as governance, leadership and management.

### OUR VISION

Aboriginal children and young people are looked after in safe, thriving Aboriginal families and communities. They are raised strong in spirit and identity, with every opportunity for lifelong wellbeing and connection to culture.

### OUR PRINCIPLES

- **Acknowledgement and respect** – acknowledging the diversity of all Aboriginal nations and respecting traditional owners of the land, constantly reminded by Elders, and cultural knowledge of communities to inform our action
- **Professionalism and integrity** – acting with the highest level of professionalism for our communities, ensuring our integrity will not be compromised in striving for the provision of quality, culturally responsive and accessible supports
- **Self-determination** – ensuring that our focus is underpinned by the rights of Aboriginal people to make decisions that impact their lives, recognising the interests of Aboriginal children, young people, families and carers, and communities in all that we do
- **Independence and solutions focused** – serving the interests of Aboriginal children, young people, families, people with disability, communities and the organisations that support them to deliver holistic approaches to issues impacting them
- **Transparency and commitment** – remaining committed to our people in everything we do, ensuring our actions are clear and promoted at every opportunity

## **PURPOSE OF THE POSITION**

As part of a small team the Senior Practice Support Officer is responsible for building the capacity and practice of agencies to ensure minimum standards for child protection and out of home care requirements are met.

Extensive travel, planning and negotiation is required as part of this role to effectively support agencies to maintain good practice in a continuous improvement environment. This role will also specifically support the implementation of Multi-Systemic Therapy – CAN, and family Functioning Therapy – CW.

## **KEY ACCOUNTABILITIES**

- Deliver practice advice and support to agencies delivering child protection and out of home care services against relevant legislative standards and requirements, including intensive family preservation and restoration against evidence based models.
- Implement projects related to continuous improvement activities for Aboriginal and non-Aboriginal agencies
- Lead peer learning and practice improvement exercises to increase quality for Aboriginal children and young people receiving support
- Support capacity building and change activities for agencies to effectively implement practice improvements against standards and requirements
- Support understanding of practice requirements and other practice activities related to child protection and out of home care
- Develop plans and strategies to enhance practice and quality for Aboriginal children, young people and families
- Undertake activities as directed by the Chief Executive Officer and Executive Leader to ensure achievement of AbSec goals and objectives in ensuring a sustainable and viable Aboriginal sector

## **KEY CHALLENGES**

- Delivering results within tight timeframes with competing priorities
- Managing expectations of Aboriginal community controlled agencies and communities

## **KEY RELATIONSHIPS FOR SUCCESS**

Internal Contacts:

- Chief Executive Officer, Executive Leader, Support and Sustainability for direction and support
- All staff to ensure robust input into activities
- Support and Sustainability team to ensure cohesion in focus and achievement of organisational objectives

External Contacts:

- Aboriginal community-controlled agencies as member agencies, ensuring activities to build practice improvements and quality
- Non-government agencies to support and negotiate opportunities or differences to ensure better outcomes for Aboriginal children

## **PERFORMANCE GOALS**

- Working to build a skilled and capable sector through a comprehensive understanding of standard and contemporary practice requirements, particularly within the application of emerging child protection models for intensive family preservation and restoration
- Delivering implementation plans to focus organisational improvements to enhance practice for quality services to Aboriginal children, young people and families
- Regularly engaging with Aboriginal and non-Aboriginal agencies to explore practice issues and identify areas for improvement

- Supporting change activities within Aboriginal and non-Aboriginal agencies to enhance practice and learning for compliance against relevant standards
- Operating as part of a team focused on delivering AbSec goals and objectives as it relates to good practice and sustainability within the Aboriginal sector
- Working closely with regulatory bodies and government funders to identify practice issues and implement improvements

## SELECTION CRITERIA

### Essential Criteria:

- Aboriginality with a demonstrated understanding of the issue facing the Aboriginal families in the delivery of quality services to meet outcomes for children in a sustainable and viable way
- Demonstrated strong communication, interpersonal and relationship management skills, and ability to negotiate sensitive matters and provide written reports to inform continuous improvement
- Demonstrated understanding of diversity in Aboriginal communities and how this may effect service delivery to Aboriginal children, families and communities
- Extensive knowledge of the NSW Child protection and out of home care system, and its contemporary operation, including the intersection with family preservation and restoration models of support
- Demonstrated ability to track outcomes and provide feedback on adherence and program implementation fidelity
- Demonstrated ability to contribute to and lead aspects of a support plan for organisations, particularly with the implementation of evidence based programs as they relate to Aboriginal children and families

### Desirable Criteria:

- Tertiary qualifications in human services field or related area, or a minimum of 5 years' experience in performing a similar type role

## NOTES

- Applications must directly address the selection criteria and indicate level of experience and achievement in each area.
- The successful applicant will be subject to Criminal Record Check and Working With Children Check. This is a core requirement of this role.
- The successful applicant will be engaged under a fixed-term contract and subject to a probationary period.
- The successful applicant will be required to respect AbSec policies and procedures; a full list of these will be provided upon employment.
- Aboriginality is a genuine occupational requirement authorised in Section 14(d) of the *Anti-Discrimination Act 1977* (NSW). and documentation may be required to demonstrate.
- This position has been classified under the Social, Community, Home Care and Disability Services Industry Award 2010. Salary is subject to negotiation, skills and experience.

**To apply**, interested applicants are required to address the selection criteria demonstrating their experience against each point, submit a cover letter (maximum two pages) and current CV (maximum five pages).

**Applications can be emailed to:** [recruitment@absec.org.au](mailto:recruitment@absec.org.au) or posted to PO Box 604 Marrickville NSW 1475.

**Applications Close:** Friday 11 October 2019