

POSITION DESCRIPTION



Practice Consultant

Learning and Practice Development Unit

About Jesuit Social Services

Jesuit Social Services is a social change organisation working to build a just society where all people can live to their full potential. We do and we influence. We accompany people and communities to foster and regenerate the web of relationships that sustain us all – across people, place and planet; and we work to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

Our Vision

Building a Just Society

Our Mission

Standing in solidarity with those in need, expressing a faith that promotes justice.

Our Values

- Welcoming – forming strong, faithful relationships
- Discerning – being reflective and strategic in all we do
- Courageous – standing up boldly to effect change

Our Purpose

We work to build a just society where all people can live to their full potential – by partnering with community to support those most in need and working to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

Position details

POSITION TITLE:	PRACTICE CONSULTANT
PROGRAM:	LEARNING AND PRACTICE DEVELOPMENT UNIT
LOCATION:	RICHMOND
REPORTING RELATIONSHIPS:	This position reports directly to Manager, Practice Development This position doesn't have any direct reports
EFFECTIVE DATE:	February 2024

Position Purpose

- To provide training, reflective practice and practice consultation to teams that work with individuals and families with multiple and complex needs.
- To assist in the further development and embedding of our practice framework across the organization.
- To support students placements during the period of the Student Unit including building relationships with university partners, internal task supervisors and students on placement.

Program Purpose

Central Office

Jesuit Social Services engages with people from diverse backgrounds experiencing complex problems, including those associated with mental illness, substance misuse, family breakdown, offending behaviour, homelessness, unemployment, poverty and social exclusion.

Jesuit Social Services operates a range of programs for disadvantaged young people, families and communities from various operational sites.

Learning Practice and Development

Drawing on our experience of engaging with disadvantaged people, families and communities through our services and programs, the Jesuit Social Services Learning and Practice Development Unit has three key functions:

1. Ensuring Jesuit Social Services' *Our Way of Working* framework is embedded across all service delivery areas
2. Developing and promoting best-practice interventions for disadvantaged young people, families and communities, in line with *Our Way of Working* framework.
3. Ensuring a sound evidence base is built across the organisation: through internal evaluation mechanisms, program documentation and the implementation of quality processes.

Duties of the position

- To develop and deliver organisational learning and practice initiatives to drive staff capacity building, training and development opportunities.
- As part of a team, provide reflective practice and secondary consult to program staff from across the organization to increase their knowledge and capacity to engage, with the aim of increasing confidence and competence in their approach to practice.
- Contribute to the strategic direction of Jesuit Social Services and promote the organisation's values and mission through delivery and participation in practice development initiatives.
- Provide leadership and management of the student unit, supporting student placements.
- To provide advice to senior management regarding practice improvements.
- other duties as required.

Key Selection Criteria

1. Tertiary qualification/s in field such as social work, psychology and/or related discipline.
2. Demonstrated skill and experience as a practitioner, including the management and supervision of teams in the community service sector (relevant practice areas: homelessness, justice, AOD, mental health, community development).

3. Demonstrated skill and experience in the development and delivery of staff development initiatives including leading reflective practice and staff training.
4. Demonstrated knowledge and understanding of key practice approaches when working with people with multiple and complex needs.
5. Demonstrated understanding of the impacts of family violence and the capacity to apply appropriate theoretical frameworks, including knowledge of MARAM risk assessments, needs and protective factors.
6. Skills in translating theory to practice for the purpose of capacity building a diverse range of front-line staff from a wide range of program areas. |

Key Performance Indicators |

- Evidence of the development and delivery of a training packages suited to a wide range of program staff, delivered through the internal training calendar.
- Record of contributions to the implementation of organisation-wide staff capacity building that is both proactive and responsive, including reflective practice and case consultations.
- Evidence of high-quality support of staff engaged in activities relating to practice-based learning activities.
- Evidence of significant contributions to the review and further development of Jesuit Social Services approach to working with disadvantaged young people, families and communities, including support to the Manager of Practice Development regarding options for program and practice improvements arising from practice-based learning activities.
- Evidence of promotion of the values and culture of the organisation through the work of the LPDU. |

Key responsibilities of Jesuit Social Services Employees

- |Engage and build positive and constructive relationships with internal and external stakeholders
- Deliver services consistent with shared services guidelines, relevant legislation and funding agreements
- Communicate clearly with others
- Manage competing priorities in a high-volume work environment
- Fulfil the reporting and administrative requirements associated with the position
- Other duties as required.
- Work effectively as part of a team, contributing to group outputs and reflective practice
- Actively participate in regular supervision with the line manager, staff meetings and professional development opportunities. |

Continuous Improvement and Professional Standards

- Demonstrate a commitment to own learning and development
- Commitment to risk management and continuous quality improvement processes
- Compliance with relevant legislation, Code of Conduct, policies and procedures of Jesuit Social Services

Diversity, inclusion and culture

- Demonstrate respect and acceptance of diversity at all times and provide culturally appropriate support to all including Aboriginal and Torres Strait Islander peoples and those who identify as LGBTQIA+
- Interact with staff, participants and other stakeholders in a manner that is inclusive, respectful and non-discriminatory
- Demonstrate an understanding the identity and ethos of Jesuit Social Services

Mandatory Position Requirements

- Current National and International (where required) Police Check
- Current Employee Working with Children Check
- Valid and current Australian Drivers Licence
- Proof of eligibility to work in Australia

Safeguarding Children and Young People

Jesuit Social Services takes child protection seriously, we undertake a range of checks and processes to ensure safeguarding of children, and you are required to meet the behavior standard outlined in our Code of Conduct.

Conditions of Employment

Conditions of employment are in accordance with the current Jesuit Social Services Collective Agreement and Jesuit Social Services Policy & Procedures, including the Code of Conduct.

Employee Acknowledgement

I, _____ (please print name) acknowledge that I have read and understood the contents of this position description.

Employee Signature:

_____ Date: _____

Position Description Approved by:

Aimee Chiller

Acting General Manager

Practice Development and Innovation

Position Description Review