

POSITION DESCRIPTION



Senior Practitioner

ReConnect

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:	Senior Practitioner
PROGRAM:	ReConnect
LOCATION:	Brunswick
REPORTING RELATIONSHIPS:	This position reports directly to the ReConnect Coordinator. This position has line management of a small team of Outreach Case Managers
EFFECTIVE DATE:	February 2025

Position Purpose

- Manage a team of case managers and provide regular fortnightly supervision, mentoring and coaching with a view of ensuring service delivery which is outcome focused, consistent, flexible and professional. Support case managers to work as part of an integrated care team providing initial needs and risk assessment, transitional support and/or supported referral to participants assessed as having a *high risk of reoffending and high reintegration support needs*, including those who have engaged in *high profile, sexual or violent offending*. The program works with individuals from diverse cultural backgrounds and the successful applicant will apply a cultural lens to their work.
- Provide outreach-based case management to a small case load of men and gender diverse individuals assessed as having a *high risk of reoffending and high reintegration support needs*, including those who have engaged in *high profile, sexual or violent offending*.
- Support the Coordinator with the day-to-day operations of the ReConnect Program.

Program Purpose

Corrections Victoria Reintegration Program (CVRP)

The program is funded through the Department of Justice and Community Safety (DJCS) and is part of the Corrections Victoria Reintegration Pathway (CVRP). The aim of the program is to support eligible individuals effectively reintegrate back into the community on their release from custody. The program supports people to address their individual needs through a responsive, tailored and flexible support approach to facilitate community reintegration and reduce re-offending. The key objectives of the program are to:

- Implement an individualised transitional plan which addresses key needs to reduce re-offending and ensures continuity of care
- Provide assertive outreach and practical assistance to participants to successfully reintegrate into the community
- Assist participants to address issues relating to the underlying causes of their offending and achieve positive outcomes in key intervention areas.

Duties of the position

- Provide fortnightly supervision, mentoring, coaching and support to a team of case managers.
- Provide outreach-based case management support, and co-case management with staff to a small number of individuals with multiple complex needs
- Engage and actively participate in areas of team development and program growth as part of the leadership team.
- Act in a higher duties capacity when required including as a proxy for the Coordinator.
- To engage and build positive and constructive relationships with program participants, centering self-empowerment and the onus of building trusting relationships with services with an empathetic and trauma informed approach, while encouraging insight and accountability.
- To deliver services consistent with program guidelines, relevant legislation, funding agreements and Jesuit Social Services' way of working.
- To maintain appropriate files, records and statistics to facilitate good practice and accountability.
- The ability to manage competing priorities in a high-volume work environment.
- Monthly data is accurately maintained and provided to management as required.

Key Selection Criteria |

1. Tertiary qualification/s and/or relevant experience in field.
2. Experience in providing management, support, mentoring and supervision to a team of case managers.
3. Experience providing assertive outreach-based case management support to people engaged in the criminal justice system; particularly those presenting with complex needs such as substance misuse, homelessness, mental health concerns, family violence, violent or aggressive behaviours and other complexities that may result in offending behavior.
4. Superior verbal and written communication skills; with the ability to fulfil administrative requirements, including data entry and case note writing; as well as writing professional reports for the courts, Community Corrections and the program funder Corrections Victoria as required.
5. Excellent time management skills and the ability to prioritise workload in a high-volume fast-paced environment. |

Key Performance Indicators |

- Service Delivery - Service Agreement targets are met and programs are delivered in a professional and accountable manner.
- Reporting requirements associated with the role including case notes, reports and monthly data is accurate and completed within specified timelines
- Line management – Support, supervision and mentoring to the team and involvement in professional development activities
- Networking – Sound relationships are developed with funding bodies, partner agencies and broader community sector. |

Key responsibilities of Jesuit Social Services Employees

- Engage and build positive and constructive relationships with internal and external stakeholders and program participants
- Deliver services consistent with program 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.
- 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 or Demonstrate understanding, and a capacity to provide leadership in, 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
- Corrections Victoria clearance and ability to enter Victorian prisons]

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:
GM or ED

Position Description Review Date:
2 years from effective date]