

Director, Specialist Practice

Department for Child Protection

*Nurturing happy, healthy kids so they
can grow up safe and reach their full potential.*

CLASSIFICATION:	AHP6	DIRECTORATE:	Office of Professional Practice
REPORTS TO:	Chief Practitioner	FTE:	1.0
ROLES REPORTING TO THIS ROLE:	5 (subject to change)		

ABOUT THIS ROLE:

The Director, Specialist Practice will be responsible for leading professional practice across a statewide, multi-disciplinary directorate. The role will provide significant strategic practice advice, leadership and oversight of child protection practice with the ultimate aim of achieving safety, stability and optimal development for children. The Director, Specialist Practice will drive high professional standards by leading DCP's practice and therapeutic services including Psychological Services, Disability and Development Program, Lead Practitioner and Practice Leads allowing for continuous improvement and systematic oversight of practice from a key vantage point.

YOU WILL BE ADDING VALUE BY:

1. Further enhancing the overall capacity of the Office of Professional Practice and the Chief Practitioner to provide strategic leadership, set the direction for systematic practice development and hold accountability for the delivery of large-scale practice reform.
2. Lead development of a strategic framework and contribute to departmental practice, policies and development programs that directly develops the professional competence of child protection practice across South Australia.
3. Take an active role in leading and chairing multi-agency Complex Case Review Meetings with a clinical and systems understanding, while exploring other mechanisms for supporting service delivery areas.
4. Contribute to strategic leadership and business planning across DCP.
5. Provide professional/clinical supervision, support, guidance and direction to identify complementary skill sets and capability of team members and disseminate agency knowledge and experience across teams.
6. Provide expert advice on strategic practice matters to senior stakeholders including the Chief Practitioner, Chief Executive and Deputy Chief Executive.
7. Contribute to the recognition, protection and advancement of fundamental human rights of self-determination in accordance with the Aboriginal and Torres Strait Islander Child Placement Principle.
8. Develop and maintain strong stakeholder relationships within and external to the department.
9. Maintain awareness and understanding of national and international trends in child protection practice to identify opportunities to drive continuous improvement within South Australia.
10. Any other responsibilities in line with the classification level of the role as assigned by Line Manager and/or the Department. The responsibilities as specified above may be altered in accordance with the changing requirements of the role.
11. Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards, and injuries in accordance with DCP policy & procedure and cooperating and complying with reasonable instructions of DCP line management and WHS Officers.



WHO YOU WILL WORK WITH:

Internal

- Chief Executive
- Deputy Chief Executive
- Chief Practitioner
- Director, Quality and Safeguarding
- Executive Director, Aboriginal Policy and Services
- Staff in all Directorates
- DCP Executive group
- All practitioners

External

- Education and research bodies
- Crown Law and Youth Court
- Relevant officers in the Department of Treasury and Finance
- Other state and Commonwealth authorities

QUALIFICATIONS:

Essential: A degree level qualification in Social Work which gives eligibility for full membership of the Australian Association of Social Work.

Persons of Australian Aboriginal or Torres Strait Islander descent, who have the appropriate background and skills but do not have the essential qualification, may apply for and be engaged/assigned to the role of Social Worker and will be entitled to apply for any Allied Health Professional roles requiring a qualification in Social Work within the Department for Child Protection (DCP).

Desirable: post graduate qualification in social work, psychology, mental health or related discipline.

YOUR CAPABILITIES:

- Hold discipline recognition in child protection or broader social work practice at a statewide, national or international level.
- Demonstrated experience in the creation of a strategic framework and development of professional competence within a social work or relevant discipline.
- Significant demonstrated experience in providing professional policy development advice to government and authoritative and specialist consultancy which has impacts beyond the State.
- Proven and ongoing active contribution as a member of a statewide or national committee of relevance to the social work discipline.
- Demonstrated thorough knowledge of the child protection system including current national and international trends and best practice.
- Demonstrated extensive management and strategic leadership skills including the ability to provide direction, mentoring and support to multi-disciplinary staff working in a complex environment.
- Demonstrated ability to effectively liaise and collaborate with key stakeholders including the Aboriginal community and relevant organisations.
- Proven ability to analyse, evaluate and apply research and information to drive clinical practice improvement strategies.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment.

OUR COLLECTIVE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Understand and follow the requirements of confidentiality within the *Children and Young People (Safety) Act 2017*, and whole of government and DCP

SPECIAL CONDITIONS

- You must have, or gain, a current Department of Human Services working with children check prior to being employed and renew this every five years before expiry.
- You must be an Australian resident or provide evidence that you have a current work permit.
- You will need to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.



policies, procedures and practice guidance to facilitate appropriate standards of confidentiality and information sharing practice.

- Actively participate in performance development processes.
- Comply with reporting obligations arising from legislation, professional conduct standards including the Code of Ethics for the South Australian Public Sector, and departmental policies, procedures and practice guidance.
- Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.
- Actively contribute to Reconciliation, and to the aims and objectives of the Aboriginal & Torres Strait Islander Child Placement Principle.
- Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.
- Actively support DCP's commitment to ensuring a workplace culture that is respectful, safe and inclusive where our employees are free from discrimination and are recognised for the individual and collective skills and perspectives that they bring by virtue of culture, race, gender, disability, age, sexual orientation, gender identity, intersex status and other differences.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.

- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Chief Practitioner.
- You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.



YOU WILL CONTRIBUTE TO



OUR VISION is for all children and young people to grow up safe, healthy, connected and feeling loved so they reach their full potential.



OUR PURPOSE: The Department for Child Protection protects, cares for and empowers children and young people at risk and in care. We do this by working together with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their full potential.



Leaders in practice excellence

Staff in all parts of child protection develop and use best practice in their work to deliver improved outcomes for children, young people, carers, and families.



Closing the Gap

We commit to a transformed child protection system that makes active efforts and where Aboriginal people and communities are empowered to lead decision making about the care and wellbeing of Aboriginal children and young people.



A child protection system that meets the needs of children and young people

We commission and deliver services based on a deep understanding of the needs of children and young people in care and our aspirations for them to heal from trauma and reach their full potential.



A thriving workforce

We are future focused in our workforce strategy, supporting and valuing our staff, proactively recruiting, and establishing sustainable systems, processes and workplaces that enable us to be highly effective.



Active and collaborative partnerships

We work together with our service partners and alongside the community to improve outcomes for children, young people, carers, and families.



Working alongside carers

We respect and value carers as vital partners in keeping children and young people safe and well.



Quality services and safeguarding

We are accountable and transparent, and pursue continuous improvements to promote the safety and wellbeing of children and young people throughout the services we fund and provide.

CERTIFIED CORRECT



Government of South Australia
Department for Child Protection