

Role Description

Senior Social Worker

Inclusion and Diversity

We all have a role in making our workplace one that embraces and values diverse backgrounds, perspectives and life experiences, creating a workplace where [we all belong](#).

Reasonable adjustments may be discussed with your manager, approved and documented to support and promote human rights and diversity across the workforce.



Job Evaluation No.

211416

Content

Manager No.

22/349823

Work Unit

Nominated School

Nominated Region

Early Childhood and State Schools Division

Location

Various locations throughout the State

Classification

PO4 Qld Public Service Officers and Other Employees Award - State 2015

36 ¼ hour week

Your employer

The Department of Education (DoE) is committed to giving all children a great start, engaging young people in learning, creating safe and inclusive workplaces and investing in communities for a stronger Queensland.

Our human rights commitment is to create a stronger, fairer Queensland by respecting, protecting and promoting human rights in everything we do. Our objectives are: A great start for all children, Every student succeeding, Building Queensland communities, Safe and capable people delivering our vision, Fair and safe workplaces and communities. Our vision is one of equity and excellence in a progressive, high performing education system that realises the potential of every student.

For more information about the department, please visit our website at www.qed.qld.gov.au

Your opportunity

As the Senior Social Worker, you will:

- Operate in an advisory and advocacy capacity providing professional services specific to the social work discipline.
- Respond to the needs of the student population and school community to provide personal and family counselling, therapy and group work, facilitation for referrals to other allied health professionals, and service and care coordination for the purpose of assisting student's wellbeing and mental health.
- Provide professional supervision, leadership and support to school social workers within the region to develop their capability and clinical skills.

The Senior Social Worker reports to the base school Principal for operational and administrative matters and to the regional Senior Advisor, Social Work or other senior regional staff as determined by the Regional Director on all professional practice and clinical matters.

Your role

Appointments in the public sector are merit-based and will be assessed by looking at what you have done previously—the knowledge, skills and experience you have built, your potential for development, and your personal qualities.

Responsibilities include:

- Provide professional mental health and social welfare assessment, interventions and follow up support to students and families as required.
- Support school communities in responding to critical incidents and emergencies as part of the school response team. Provide leadership and plan clinical supervision to social workers in collaboration with regional and school management teams, to support and promote the delivery of safe, effective high-quality social work services including assisting social workers employed at other EQ sites, and practicum students to build capacity and skills within an educational setting.



- Support delivery and continual improvement of social work services in schools by reviewing policies, operational standards and procedures, evaluating service provision and programs and providing advice and recommendations to the Senior Advisor, Social Work about alternative models of delivering and resourcing.
- Collaborate with the Senior Advisor, Social Work to monitor and report on performance and contribute to the research, development, implementation and evaluation of validated practices, policies and protocols relating to the practice of social work services.
- Prepare and present papers and reports relating to the department's social work services in schools.
- Respond to service complaints and address issues impacting the delivery of social work services in collaboration with the Senior Advisor, Social Work, regional managers and school principals, as required.
- Identify needs and lead or contribute to the coordination of internal and external support and services for students experiencing mental health and social/emotional concerns.
- Participate as a member of a multi-disciplinary team within an educational setting, providing support to school, community and inter agency networks relevant to the position's role.
- Develop appropriate record keeping as well as reporting systems and tools in line with department procedures and policies to ensure the integrity, confidentiality and accuracy of information within an educational environment.

Other responsibilities (as required)

- Other suitable duties, consistent with the duties and responsibilities of the position as directed by the supervisor or nominated delegate.

A mandatory requirement of this role is:

- Possession of tertiary qualifications in Social Work and eligibility for membership with the Australian Association of Social Workers (AASW).

Competencies – How you may be assessed

[Leadership Competencies for Queensland](#) describes what highly effective, everyday leadership looks like in the public sector. In simple, action-oriented language, it provides a common understanding of the foundations for success across all of our roles within the department.

This role maps to **Team Leader**

Vision

- Leads strategically – Recognises and articulates how the team's work contributes to the organisation's vision and community outcomes.
- Makes insightful decisions – Remains composed during high-stakes situations, supporting the team to recognise gaps in information and seek advice to enable a prompt and considered response.

Results

- Builds enduring relationships – Initiates two-way collaborations by providing information and advice in a timely, proactive and non-technical manner, supporting the team to do the same.
- Inspires others – Brings the team together to define and promote its identity and contributions to the organisation.

Accountability

- Fosters healthy and inclusive workplaces – Demonstrates flexibility and openness to the diversity in the team, supporting approaches that enable all individuals to participate to their fullest ability.
- Demonstrates sound governance – Promotes integrity in the management and use of processes and resources, ensuring others have the information and training they need for successful implementation.

Additional information

- This role description works in conjunction with the Candidate Information Package.
- **Temporary positions:** - The duration of this position will be dependent on work demands and the availability of ongoing funding and model allocated resources.
- Some after hours and on call work may be required for this position.
- It would be highly desirable for the incumbent to possess a current driver's licence.
- Travel and overnight absences from base may be required of this position