

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.	24487	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		
Job Type	Permanent / Temporary / Full-time / Part-time Temporary period until XXXX unless otherwise determined		
Salary Range	per annum Salary is reflective of full-time employment (1.0FTE) <i>Plus superannuation contributions of up to 12.75% of your annual salary.</i>		

Your employer

The Department of Education (DoE) is committed to delivering responsive services focused on equity and excellence to Queenslanders and their communities. We promote equity and excellence by our commitment to respect, protect and promote human rights. Our objectives are: a strong start for all children, every student realising their potential, fair and safe workplaces and communities, capable people delivering our vision. 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:

- Respond to the needs of the student population and school community, including schools with complex needs and in specialised areas of social work practice, to provide personal and family counselling, therapy and group work, facilitation for referrals to other services for the purpose of assisting student's wellbeing and mental health.
- Provide professional supervision, leadership, advocacy 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

Responsibilities include:

- Provide professional mental health and social welfare assessment, interventions and follow up support to students and families as required, including provision of services for schools with complex needs.
- Provide leadership and demonstrate high levels of expertise in specific or specialised clinical areas to social workers, in collaboration with regional and school management teams, to promote the delivery of safe, effective, high quality social work services.



- Participate as a member of a multi-disciplinary team within an educational setting, providing support to school, communities, regional teams and inter-agency networks relevant to the position's role and facilitate coordination of internal and external support and services for students experiencing mental health and social/emotional concerns.
- Support delivery and continual improvement of social work services in schools by reviewing policies, operational standards and procedures, evaluating service provision and programs as well as 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 identify professional development needs and plan, implement and evaluate clinical supervision, training and development initiatives for social workers in schools and monitor and report on performance.
- Support school communities in responding to critical incidents and emergencies as part of the school and regional response team.
- Provide leadership, plan and implement 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 DoE sites and university practicum students, to build capacity and skills within an educational setting.
- Contribute to the research, development, implementation and evaluation of validated practices, policies and protocols relating to the delivery of social work services, including preparation and presentation of 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.
- 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).
- In accordance with the [Working with Children \(Risk Management and Screening\) Act 2000](#) a person is prohibited from working in regulated child-related employment unless the person holds a current Working with Children Check clearance (blue card) issued by Blue Card Services.

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.