

Role Description

Senior Advisor, Social Work

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.	22148	Content Manager No.	22/350018
Work Unit	Nominated Region Early Childhood and State Schools Division		
Location	Various locations throughout the State		
Classification	PO5 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 Advisor, Social Work, you will:

- Support students to access and fully participate in learning and experience success and wellbeing across all stages of learning by ensuring delivery of evidence-based contemporary social work services.
- Contribute to the development of statewide programs, policies, operational standards and procedures for the delivery of high-quality social work services across the region.
- Provide professional supervision, direction, leadership and support to social workers within the region.

The Senior Advisor, Social Work, reports to the senior officer in the region as determined by the Regional Director.

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 leadership and professional supervision to social workers at a regional level, in collaboration with regional and school management, in the delivery of safe, high quality effective services.
- Direct and support social workers and school management teams in assessing social work requirements and identifying appropriate responses and interventions to support students, their families and carers for the purpose of assisting student's educational outcomes and wellbeing and mental health.
- As required, 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.
- Respond to complex social work complaints in collaboration with senior social workers, regional managers and school principals.



- Oversee the research, development, implementation and evaluation of validated clinical practices, policies and protocols relating to the practice of social work across the region.
- Provide strategic advice to the senior officers to inform strategic decision making on state-wide social work service provision which enables the achievement of the department's Strategic Plan.
- Identify professional development needs and proactively plan, implement and evaluate training and development initiatives for social work to support career progression and clinical advancement schemes.
- Collaborate with the Regional Director and leadership team in schools to interpret data and determine needs-based resourcing and models for delivery of social work services.
- Promote system wide social work services, processes and resources to support students with disability and lead teams and projects as required to achieve the department's Strategic Plan.
- Maintain effective communication and collaboration networks with state schools within the region, with other regions, and with other relevant agencies and stakeholders such as other government departments and relevant professional bodies to achieve positive educational outcomes and support students' wellbeing and mental health.
- Represent the department on committees and associations, and in negotiations at a variety of forums on issues relating to social work, including with interdepartmental committees, service providers, professional associations, educational and tertiary institutions and community representatives.

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.

Vision:

- Leads strategically – thinks critically and acts on the broader purpose of the system.
- Stimulates ideas and innovation – gathers insights and embraces new ideas and innovation to inform future practice.
- Leads change in complex environments – embraces change and leads with focus and optimism in an environment of complexity and ambiguity.
- Makes insightful decisions – makes considered, ethical and courageous decisions based on insight into the broader context.

Results:

- Develops and mobilises talent – strengthens and mobilises the unique talents and capabilities of the workforce
- Builds enduring relationships – builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes.
- Inspires others – inspires others by driving clarity, engagement and a sense of purpose.
- Drives accountability and outcomes – demonstrates accountability for the execution and quality of results through professionalism persistence and transparency.

Accountability:

- Fosters healthy and inclusive workplaces – fosters an inclusive workplace where health, safety and wellbeing is promoted and prioritised.
- Pursues continuous growth – pursues opportunities for growth through agile learning and development of self-awareness.
- Demonstrates sound governance – maintains a high standard of practice through governance and risk management.

Additional information

- This role description works in conjunction with the Candidate Information Package.