

Position Description

Position Title	Senior Practice Design Specialist
Mode of employment	Full Time (Negotiable)
Time fraction	1.0 FTE (Negotiable)
Tenure	Ongoing
Working relationships:	<ul style="list-style-type: none"> Internal: works collaboratively across the organisation as part of multidisciplinary teams; actively participates in Senior forums External: organisations, agencies, key stakeholders in government and non-government sectors
Other information:	Staff are required to: <ul style="list-style-type: none"> Undergo a National Criminal History Check prior to appointment and every 3 years after Hold a Working with Children Check (role dependent)

Position Overview

The primary function of the Senior Practice Design Specialist is to support the design of evidence-based programs and practices and to help bridge the knowledge-to-practice gap in parenting and family support.

Working within contemporary knowledge-exchange and implementation frameworks, you will work collaboratively and closely with government and non-government agencies to identify, adapt and apply the best evidence in the development of services, programs and practices.

We are looking for a person with exceptional practice skills, in a relevant field, who can apply evidence-based principles and strategies in the real world. This role requires substantial tacit knowledge (that comes with clinical experience), good clinical judgment, and strong supervision and support skills, together with a commitment to evidence-based practice.

You will be 'customer' orientated, a strong team player, and someone who excels at getting high quality work achieved through others. You will work collaboratively with partner organisations, as well as having the opportunity to work closely with experts in designing and implementing evidence-informed practices and programs in a diverse range of settings.

About the Parenting Research Centre (PRC)

The Parenting Research Centre (PRC) is Australia's only independent non-profit research and development organisation exclusively focused on parenting.

We believe that parenting is the most important influence on a child's health and wellbeing. To help parents, raise happy healthy children, we seek and share scientific knowledge of effective parenting, develop evidence-based practical solutions and build the capability of the community to support parents.

Our corporate values are:

- Commitment: we believe in the importance of parenting
- Excellence: we do our best to apply scientific knowledge in a practical way
- Open-mindedness: we value learning and inquiry
- Innovation: we are flexible and creative
- Responsiveness: we respond to community needs
- Collaboration: we pool our knowledge and our resources
- Stewardship: we are trustworthy and accountable.

Our code of interpersonal behaviour is based on the values of:

- Respect: treat people with dignity and communicate their worth
- Responsibility: be dependable, trustworthy and accountable
- Positivity: be positive and proactive, and focus on solutions and strengths
- Acceptance: embrace diversity, exercise tolerance, and look for the best in others

Personal Competencies Required	Position Competencies Required
Strong professional ethics and integrity	Commitment to the values of PRC Demonstrated ability to exercise a high level of discretion and sound judgement when dealing with sensitive and confidential matters.
High levels of motivation and energy	Results oriented, highly productive
Ability to be proactive and positive in solving problems	A willingness to show high motivation, to establish priorities, set and maintain deadlines with a demonstrated ability to use initiative
Commitment to teamwork	Demonstrated communication and interpersonal skills including problem resolution and negotiation
Eager to participate and contribute to a learning environment	Demonstrated ability to collaborate and work in a multi-disciplinary setting
Commitment to ongoing professional development	Clear understanding of own development needs, plus commitment to continuous improvement, OH&S and Equal Opportunity principles

Key Responsibilities

1. Design and deliver projects with a strong program, practice design and/or implementation focus

2. Manage the project lifecycle, financials and reporting of allocated projects
3. Ensure project outcomes are achieved and that team outputs are of the highest possible quality across allocated projects.
4. Collaborate closely with community-based practitioners and organisational leaders in the adaptation and/or design of evidence-informed practices and programs
5. Work closely with specialists in research, implementation and evaluation, to design, and deliver technical support for programs and practices being implemented in the field
6. Build high performing project teams, and facilitate strong relationships both internally and externally
7. Contribute to the development of competitive tenders, and consultancy and contract project proposals
8. Manage complex stakeholder relationships, including funders, and represent the PRC at relevant forums
9. Actively sharing and imparting knowledge and experience with colleagues and mentoring less experienced staff
10. Other duties as required

Key Selection Criteria

Essential

1. Relevant post-graduate qualification in the social sciences or related field, e.g., psychology, social work, public health or equivalent
2. High-level practice skills and extensive experience in a relevant clinical field
3. Experience designing and implementing evidence-based practices and programs, and demonstrated ability to work within an applied research paradigm
4. Demonstrated ability to support the systemic application of practices and programs, including exceptional individual and small-group facilitation, supervision and coaching skills
5. Ability to thrive in a fast-paced environment
6. Demonstrated skills at defining key outcomes, identifying critical pathways, and troubleshooting project obstacles
7. Demonstrated ability to achieve results through collaboration with a diverse range of internal and external stakeholders
8. Evidence of a high level of personal productivity and work impact
9. Strong teamwork skills and demonstrated capacity to lead successful project teams
10. Exceptional interpersonal, written and verbal communication skills
11. Demonstrated skills and capability to project manage multiple projects, simultaneously
12. Track record of developing the skills and capabilities of others

Desirable

1. Knowledge of the legislative and policy environments related to child and family welfare in Victoria and NSW
2. Relevant knowledge in family, children or parenting areas of expertise, e.g., mental health, child protection and out-of-home-care, family preservation, domestic and family violence
3. Experience and skills in qualitative research and/or human centred design

Approvals

Employee's signature: _____ Date: ____/____/____