POSITION DESCRIPTION

Directorate:	Education
Branch:	Engagement & Wellbeing Support Services Branch
Section:	Clinical Practice
Position Title:	Senior Social Worker
Position Number:	PN72119
Classification:	Health Professional 4 (HP4)
Location:	Hedley Beare Centre for Teaching and Learning
Last Reviewed:	July 2026

Note: This is an Aboriginal and Torres Strait Islander identified position.

DIRECTORATE OVERVIEW

The Education Directorate develops and delivers educational services to empower each child and young person in the ACT to learn for life. The Directorate achieves this through:

- the provision of public preschools, primary, secondary, specialist schools and colleges
- access to quality teaching, specialised learning programs and well-being supports for individual student needs
- enrolment and support of international students
- the registration and regulation of home education, early childhood learning centres and non-government schools.

Our mission is to offer excellent, fair and equitable education to more than 50,000 students across 93 public schools. We want all students to feel safe, valued and supported to thrive.

The Directorate supports workforce diversity and is committed to creating an inclusive workplace. As part of this commitment, Aboriginal and Torres Strait Islander peoples, people with disability, culturally diverse people and those who identify as LGBTIQ are strongly encouraged to apply.

BRANCH OVERVIEW

The Engagement and Wellbeing Support Services Branch is responsible for the policy, strategic planning, and management of school support for student wellbeing, including the provision of allied health services.

The Branch provides direct support for individual students, and support to classroom teachers and school leadership teams designed to build the capacity of schools and contribute to the achievement of improved student outcomes.

The Branch includes:

- Clinical Practice
- Wellbeing Policy and Service Design
- Flexible Education

The Branch leads key policy for student wellbeing and works closely with schools to ensure students access and participate in education. The Branch works closely with other government directorates, families and external agencies and providers.

The Engagement and Wellbeing Support Services Branch includes the Clinical Practice service which provides school psychology services, allied health service, and youth and social worker services to support schools in addressing barriers to student engagement and learning.

CLINICAL PRACTICE

Clinical Practice is responsible for the management of the School Psychology, Allied Health Service and Wellbeing in Schools (WINS). These teams are responsible for the service delivery of health and wellbeing supports across ACT Public schools and contribute to the strategic direction of the Engagement and Wellbeing Support Service branch. These teams employ a range of allied health professionals and support staff, including psychologists, social workers, speech language pathologists, occupational therapists, physiotherapists, allied health assistants, senior youth workers and administration staff.

POSITION OVERVIEW

The Senior Social Worker is an identified Aboriginal and/or Torres Strait Islander position within Clinical Practice, Engagement and Wellbeing Support Services. The role delivers high-level social work services to Aboriginal and Torres Strait Islander children, young people and families experiencing complex social, emotional, wellbeing and educational challenges that impact engagement in learning. The Senior Social Worker undertakes complex psychosocial assessment, provides evidence-based interventions, case management and consultation services, and works collaboratively with schools, families, community organisations and government agencies to improve student wellbeing, participation and educational outcomes. The position contributes specialist social work expertise to multidisciplinary service delivery and supports strategic initiatives that strengthen inclusive and equitable education outcomes.

The role provides cultural leadership and guidance across multidisciplinary teams, promoting culturally safe, responsive and inclusive practices for Aboriginal and Torres Strait Islander students and families. The Senior Social Worker brings vital cultural knowledge and perspectives into the workforce, influencing service delivery, stakeholder engagement, policy development and professional practice. Working with a high degree of professional autonomy, the position exercises sound judgement in complex situations, provides mentoring, consultation and professional learning to colleagues, and contributes to continuous improvement initiatives that enhance the capability of schools and allied health professionals to support Aboriginal and Torres Strait Islander students and their families.

WHAT YOU WILL DO

In accordance with Directorate policies and legislation:

1. Provide advanced social work services to Aboriginal and Torres Strait Islander children, young people and families, including psychosocial assessment, intervention, case management and advocacy to address complex barriers to educational engagement, wellbeing and participation.
2. Deliver culturally safe and responsive support through direct case work with Aboriginal and Torres Strait Islander students and families, ensuring services are informed by cultural knowledge, community perspectives and strengths-based practice.
3. Provide cultural leadership and specialist advice to multidisciplinary teams, schools and stakeholders to strengthen cultural capability, promote culturally responsive service delivery and improve outcomes for Aboriginal and Torres Strait Islander students.

4. Develop and maintain collaborative partnerships with schools, families, community organisations, Aboriginal and Torres Strait Islander community representatives and government agencies to coordinate supports and facilitate positive educational and wellbeing outcomes.
5. Contribute to service improvement, workforce capability and strategic initiatives through the delivery of consultation, professional learning, mentoring and advice, and by informing policy, programs and practice with Aboriginal and Torres Strait Islander perspectives and evidence-based social work approaches.
6. Consistently model and demonstrate the principles of the ACTPS Respect, Equity and Diversity (RED) Framework 2010, ACTPS Code of Conduct 2012 (inc. Values and Signature Behaviours) and lead safe work practices that are in accordance with the Directorate's Cultural Integrity Continuum and Health, Safety and Wellbeing Safety Management System Framework.

SELECTION CRITERIA

In three pages or less your Statement of Claims against the selection criteria should summarise how your skills, personal qualities and experiences would enable you to fulfil the responsibilities of the position. Please also include a copy of your resume and contact details for two referees.

1. Demonstrated experience providing high-level social work services, including psychosocial assessment, intervention, case management and advocacy for children, young people and families with complex social, emotional, behavioural and wellbeing needs. Ability to apply evidence-based and strengths-based approaches to improve educational engagement and wellbeing outcomes.
2. Demonstrated knowledge and understanding of Aboriginal and Torres Strait Islander cultures, communities and perspectives, and the ability to deliver culturally safe and responsive services. Proven capacity to provide cultural advice and leadership that strengthens culturally responsive practice, builds capability in others and contributes to improved outcomes for Aboriginal and Torres Strait Islander students and families.
3. Highly developed communication and interpersonal skills, with a demonstrated ability to establish and maintain effective partnerships with students, families, schools, Aboriginal and Torres Strait Islander communities, community organisations and government agencies. Proven ability to work collaboratively within multidisciplinary teams to achieve positive outcomes.
4. Demonstrated ability to exercise sound professional judgement and work autonomously in complex environments, while contributing to service development, workforce capability, policy implementation and continuous improvement initiatives. Proven ability to provide consultation, mentoring, professional learning and specialist advice to colleagues and stakeholders.
5. A demonstrated commitment to the ACT Public Service Values of collaboration, respect, integrity and innovation as well as demonstrated commitment to cultural integrity, LGBTIQ+ awareness and disability inclusion.

Compliance Requirements / Qualifications

1. This is an Aboriginal and/or Torres Strait Islander identified position. Applicants must demonstrate a strong connection to, and understanding of, Aboriginal and Torres Strait Islander communities and cultures..
2. Current registration under the *Working with Vulnerable People (Background Checking) Act 2011*.
3. Tertiary qualifications in Social Work
4. A minimum of 4 years, or equivalent, post-graduate experience.
5. Membership with the Australian Association of Social Worker or eligibility for membership.
6. Current driver's licence essential.