

Response to Key Attributes

1. Professional integrity

I am deeply committed to upholding the professional standards and ethical principles of the social work profession, as outlined in the AASW Code of Ethics. I always conduct myself with professionalism and have received positive feedback from my supervisor regarding my integrity, and values of accountability, honesty and transparency. I ensure I am aware of all the policies and procedures, codes of conduct and ethics, and legislation that provide the frameworks to ensure staff work with professional integrity and accountability. I have demonstrated my compliance and commitment to these frameworks through upholding and maintain a high degree of professionalism and by ensuring that my personal behaviour does not impact on my professional conduct.

2. Cultural awareness and humility

As a proud First Nations Woman I have a strong understanding of cultural awareness. My practice is grounded in cultural humility where the importance of valuing diversity is a strength. Consideration of 'intersections' is a practice that I undertake in my work as I strive to ensure that I am always respectful and sensitive. My passion is working with my First Nations families and community to build capacity within our community to ensure that our cultural strengths are recognised within western society.

3. Critical thinking

Being in a leadership position within child protection the ability to critically reflect and having sound decision making skills is essential. Critical thinking ensures that when I am making key decisions for families, I am considering multiple viewpoints, different theories, possible scenarios and potential consequences to actions and decisions. It enables me to contribute meaningfully to organisational goals and strategic planning.

Critical thinking is important, however equally important is the ability to translate critical thinking into critical practice. This is a key component in developing and enhancing practice. I demonstrate this ability in my work but also use critical thinking/reflective processes, such as Gibbs, to develop new practitioners and students whom I supervise.

4. Communicates constructively

My experience as a Manager and Practice Supervisor shows my ability to coordinate day to day operations as well as provide high level leadership. I have exceptional communication and interpersonal skills and believe this is the key for working in the sector. My skills in communication have been demonstrated in the different roles I have undertaken. I have the ability to adapt my communication style to best suit my audience. This is evidenced in my work with clients, colleagues, community, Elders, executive directors, and ministers of government departments, and when I guest lecture at James Cook University.

5. Focuses strategically

Within in my current leadership role a core function is developing and operationalizing strategic plans into practice. This requires extensive knowledge of organisational goals and service delivery. I pride myself on my ability to swiftly gain knowledge of services/programs and keep current with best practice. A focus of my leadership style is to achieve positive outcomes for families/clients while considering development and mentoring of staff, adherence to policy, accountable and ethical service delivery, workforce planning, financial accountability and a commitment to cultural responsiveness accompanied by action. My successes as a leader include bringing a positive and ethical influence on conflict resolution, staff development and performance plans and succession planning, the implementation of a locally focused cultural capability framework and overall positive office environment. I demonstrate a commitment to high quality frontline service delivery by implementing line

management with clear expectations, practice supervision and situational leadership.

6. Collaborates in the best interests of the Association

Collaboration and ethical leadership is essential to the success and sustainability of the AASW.

Collaboration is at the core of my approach. I work effectively within teams, valuing diverse perspectives and fostering inclusive, respectful working relationships. I am a skilled networker, and I actively seek partnerships across sectors to advance shared goals. I understand that collaborative and ethical leadership is essential to the success and sustainability of the AASW.