Position: Senior Clinician/Counsellor
Organisation: Australian Childhood Foundation
Location: Alice Springs
Hours of Work: 38 hours per week
(After hours in accordance with service requirements)
Accountability: National Manager, Therapeutic Services or delegate

Introduction

The Australian Childhood Foundation has a strong reputation for delivery of therapeutic services, professional training and secondary consultation built upon up-to-date evidence based theoretical frameworks including the neurobiology of trauma, attachment and relational theories and child development. This theoretical framework provides the foundation upon which all elements of care and intervention are provided by the Foundation’s therapeutic services.

The Foundation currently provides a range of therapeutic care programs in foster care and residential care in Victoria, South Australia, Western Australia, Tasmania, the ACT and the Northern Territory. The Foundation is responsible for delivering the specialist therapeutic services within these programs which are delivered in partnership with a range of foster and residential care providers.

Context

The Foundation has a partnership with AnglicareNT to deliver a therapeutically informed Residential Care and Intensive Youth Support Services to children and young people subject to the involvement of the Department of Children and Families. The Senior Clinician will assume the role of clinical lead and work closely with staff in each of the programs to support the implementation of a trauma-informed model and therapeutic interventions to children, young people and their families.

The residential care program seeks to provide a care context for children and young people who have experienced abuse and trauma that addresses the impact of the trauma on the child's emotional, psychological, behavioral and social functioning. Through the provision of care that has a deliberate therapeutic intent, the placement seeks to actively promote the recovery of the child/young person from the effects of the trauma. A therapeutic care plan is developed for each child within the program and reviewed regularly.
The major elements of the therapeutic residential care program include the provision of an enriched, therapeutically intentional environment throughout all staff interactions. This will be achieved by an inclusive team approach, and the provision of specialised therapeutic support and training to carers/staff.

The Intensive Youth Support Service will work with young people deemed to be at risk and vulnerable. The Senior Clinician will be responsible for working with a small team of youth support workers in the development of intervention plans for young people that take account of and address the impacts of trauma and disruption in the lives of the young people.

1. KEY FUNCTION OF THE POSITION

The key role of the Senior Clinician is to act as a specialist therapeutic consultant across the residential and intensive youth support programs. This position will be a key member of the team in each program and is primarily responsible for the provision of specialist therapeutic support to the carers and other members of the care team, the delivery of specialised training about trauma and therapeutic care and intervention to staff and carers in the program. The position has a key leadership role with regard to the development and implementation of appropriate therapeutic support for each child/young person.

2. SPECIFIC RESPONSIBILITIES

2.1 Program Development, Implementation and Review

The Senior Clinician will:

- Participate in program development, implementation and review of the Residential Care and Intensive Youth Support Programs working collaboratively to contribute to the successful development and implementation of the program at both regional and program levels.

- Be involved in the implementation and monitoring of quality assurance measures within the program, including the development of quality assurance and quality improvement frameworks for clinical service delivery.

- Establish and maintain positive relationships with the key stakeholders relevant to each program.

- In collaboration with key stakeholders, contribute to the development and implementation of an evaluation, monitoring and review strategy for the therapeutic care programs.

- Participate in processes of continuous improvement for each program.

2.2 Specialist Therapeutic Support/Advice

The Senior Clinician will:

- Work in close collaboration with the relevant Anglicare NT Program Manager to ensure appropriate resourcing and support the programs.

- Meet regularly or at a minimum fortnightly with Program Manager and discuss individual clients, staff practice needs and home functioning related to therapeutic care and support of young people.
• Work in partnership with residential staff and youth support staff to ensure a coordinated, effective and timely response to children and young people providing clinical leadership in the implementation of therapeutic care/interventions including needs identification, risk assessment, therapeutic planning, and transition planning.

• Provide direct mentoring to residential staff and youth support staff on therapeutic interventions where relevant and practical.

• Develop strategies in collaboration with residential carers and youth support staff to ensure children and young people are successfully transitioned and integrated into the residential care homes/relevant placement and/or actively engage with support workers.

• Develop a therapeutic care plan with residential care staff for each child/young person that is regularly reviewed and updated and applies across all spheres of the person’s development including physical, emotional, social, educational/vocational, recreational, cultural & spiritual needs.

• Guiding residential carers and youth support workers in direct therapeutic work with children and young people.

• Promote active participation of children and young people in developmentally appropriate decision-making.

• Lead reflective practice sessions with staff.

• Assist residential and youth support staff to have sensitive, reparative interactions with children and young people.

• Support staff to respond to crisis situations and to reflect upon triggers and dynamics associated with the incident.

• Promote collaboration and effective communication within the residential care homes and youth support team.

• Provide ongoing support to Residential Care Workers and youth support staff to enact the therapeutic milieu at all levels of the program.

• Build trust with Residential Care Workers and youth support team to talk about the impact of enacting therapeutic care.

• Participate in case planning and therapeutic individual planning processes, including participation in multidisciplinary therapeutic care planning meetings, to assist in the development and review of a therapeutic care plan and individual plan that identifies the specific client and placement needs and the appropriate support and management strategies required.

• Participate in Program Team meetings, House meetings, House and Management Team Meetings (where appropriate).

• Advocate on behalf of the child/young person where required, e.g. school, police, courts.

• Attend formal DCF care planning meetings where required.

• Liaise, where requested and appropriate, with other agencies/organisations in the child/young person’s context who are critical to the care and placement plan, e.g. DCF, school, and other therapy providers.

• Attend and co-facilitate, where necessary, at any regular forums held for direct care staff with the purpose of peer support and exchange of information.

• Actively participate in post-placement support planning and referral to ensure continuity of service support.

• Provide written reports upon request and where appropriate.
2.3 Therapeutic Work with Children

The Senior Clinician will:

- Where appropriate and required, undertake specialised trauma assessments for children and young people.
- Provide, where appropriate, direct trauma counselling to children/young people within the program to promote their recovery from the effects of their abuse.

2.4 Delivery of Training on Trauma and Therapeutic Care

The Senior Clinician will:

- Provide specialist ongoing training and support, at times agreed with Anglicare NT management for residential care workers and youth support staff in therapeutic care/support approaches.
- Contribute to the collaborative development of written resource material for distribution to carers and support staff relevant to their needs and on issues such as responding to the needs and behaviour of children who have experienced abuse-related trauma.
- Provide training and support with schools to support school placement where agreed with Anglicare NT management.

2.5 Advocacy and Research

The Senior Clinician will:

- Promote the rights of children to safety and security at an individual case practice level.
- Contribute to the ongoing review of public policies and practices that affect children.
- Participate, engage and support the research activities of the organisation.
- Participate in the development and provision of additional training workshops.
- Keep abreast of relevant theoretical, legislative and policy development.

2.6 Contributing to effective Team Work

The Senior Clinician will:

- Support identified Therapeutic Services Teams in achieving the annual performance objectives for the Program functions.
- Contribute to the development and maintenance of a positive organisational culture across the Foundation.
- Contribute to a safe working environment for all ACF staff, supported by relevant policies, procedures and resources.
- Support the implementation of best practice policies, systems and procedures which ensure compliance with relevant legislation and other requirements.
- Undertake and complete regular reporting as required.
2.6 Administration Requirements

- Meet the administrative requirements of the organisation.
- Participate in program meetings and training, organisation workshops and meetings, and other meetings as appropriate.
- Meet all program documentation standards and requirements and contribute to the development of the organisation’s policies and practice guidelines.
- Develop relevant program documentation in consultation with the Senior Management.

2.7 Other duties

- Provide two additional full day training workshops on topics developed jointly with the Manager, Education, Prevention and Therapeutic Care Programs.
- Perform other duties as required by the CEO or senior management.
- Abide by the policies of Australian Childhood Foundation.
- Participate in and follow the requirements of the Australian Childhood Foundation Quality Management System.
- Observe the Code of Practice of the Australian Association of Social Workers, the Australian Psychological Society or relevant professional body.

2.8 Administration Requirements

- Meet the administrative requirements of the organisation.
- Maintain appropriate case file documentation and engage in relevant data collection activities.
- Participate in program meetings and training, organisation workshops and meetings, and other meetings as appropriate.
- Meet all program documentation standards and requirements and contribute to the development of the organisation’s policies and practice guidelines.
- Develop relevant program documentation in consultation with the Senior Management.
2.9 Other duties

- Provide two additional full day training workshops on topics developed jointly with the Program Manager, Education and Training Programs.
- Perform other duties as required by the CEO or senior management.
- Abide by the policies of Australian Childhood Foundation.
- Participate in and follow the requirements of the Australian Childhood Foundation Quality Management System.
- Observe the Code of Practice of the Australian Association of Social Workers, the Australian Psychological Society or relevant professional body.

3. MANDATORY QUALIFICATIONS, EXPERIENCE AND QUALITIES

- An appropriate tertiary qualification in Psychology, Social Work or a related discipline.
- Eligibility for membership of the relevant professional association.
- Demonstrated ability to provide leadership and direct service in the clinical assessment and treatment of children, young people and families.
- Highly developed ability to provide secondary consultation and advice to clinicians and other professionals.
- Demonstrated capacity to lead and manage in an area of challenging and complex practice.
- Demonstrated knowledge of trauma, attachment and neurobiology frameworks and theories.
- Substantial experience in the area of child abuse and/or in working with traumatised children.
- Demonstrated understanding of and ability to work effectively with Aboriginal and Torres Strait Islander peoples.
- Demonstrated commitment to working collaboratively and the capacity to negotiate and liaise with volunteers, including carers, DHS, other agencies and the community.
- A sophisticated understanding of the complexity of the service system and the issues involved in providing services to statutory clients.
- A current Australian driver's license or equivalent.
- A current Working with Children Check or equivalent.
4. PREFERRED SKILLS AND ATTRIBUTES

- Post Graduate qualification or additional training in relevant child, adolescent and family clinical practice.
- Demonstrated ability to provide therapeutic leadership and guidance to a range of professionals and members of the child's network.
- Demonstrated capacity to communicate effectively and positively within a team environment.
- A well developed ability to assist others to understand the implications of Trauma and Attachment theories and their relationship to child abuse.
- Knowledge of and expertise in delivering a range of appropriate therapeutic interventions to the client group.
- Demonstrated commitment to a learning culture and continuous improvement, and experience reporting within the Australian Council of Healthcare Standards would be an advantage.
- Capacity to articulate and relate theory to practice in a training environment.
- Ability to understand and manage the complexities inherent in working in a home based care setting, including flexibility in meeting the needs of carers and the care team.
- Extensive knowledge of child welfare and child protection and relevant legislation.
- Understanding of child advocacy and related areas.
- Experience in program development, monitoring and evaluation.
- Personal values consistent with the values of the organisation.

5. SALARY PACKAGE

The salary package is based on the terms and conditions of a Social and Community Services Employee Level 6 under the Social, Community, Home Care and Disability Services Industry Award 2010. The gross salary range for this position (full time equivalent) is up to $75,858 per annum exclusive of employer statutory superannuation contribution. The salary is determined on the basis of the employee's experience and qualifications.

The successful employee will also have access to a fully maintained motor vehicle to enable him/her to undertake the role.

In addition, the successful employee is able to salary package a proportion of their salary according to the limit set by the Australian Taxation Office with regard to FBT liability for not-for profit organisations. **If the salary packaging option is adopted, the total remuneration package for this position at its most senior level (full time equivalent) can be approximately $105,000 depending on the personal circumstances of the employee and inclusive of the employer statutory superannuation contribution.**

Part time hours can be negotiated if requested. The successful employee will receive an annual sum of $1000 (pro rata) towards his/her professional development.

The Foundation also provides an additional higher qualification payment to employees who have obtained a qualification which is over and above the minimum requirements for their position level. Where an employee has a higher qualification, he/she will be paid an additional sum of $3000 per annum (pro-rata) for a Masters Degree in a relevant discipline or an additional sum of $5000 per annum (pro-rata) for a PhD in a relevant discipline.
6. ORGANISATION DESCRIPTION

Australian Childhood Foundation was formed as the Victorian Society for the Prevention of child Abuse and neglect (VICSPCAN) in 1986 with its primary aim to advocate on behalf of children who have suffered abuse and neglect. It is a non-profit, non-government organisation that has made substantial achievements in the prevention of child abuse through education, advocacy, research and specialised therapeutic services to abused children and their non-offending family members.

7. A COMMITMENT TO SAFEGUARDING CHILDREN

The successful applicant will not directly or indirectly cause children and young people to be abused, harmed or suffer any form of exploitation at all times. He/she will not access or cause others to access, view or download any form of child pornography at all times. Actions and behaviours in breach of this policy and related procedures will be treated as a serious matter and may result in disciplinary action up to and including termination of employment. Australian Childhood Foundation is committed to E.E.O principles and a smoke-free workplace. The Australian Childhood Foundation is an accredited Safeguarding Children Organisation. All employees are required to comply with its child protection policies.