

Position description

Title	Family Therapeutic Practitioner, Family Violence
Reports to	Team Leader, Family Violence
Classification & Salary	SCHCADS Level 6 (plus super and salary packaging)
Employment Status	Part-Time 0.6 FTE – Mon-Wed PM shifts
Primary Location	Bayside Peninsula
Date	May 2021

Good Shepherd Australia New Zealand (GSANZ)

Our strategy outlines the world we want to see and our role advancing in it. It also speaks to the positive impact we will deliver to support women, girls and families to be safe, secure, strong and connected. We are committed to tackling the issues of our time which adversely affect them. We work to advance equity and social justice and support our communities to thrive.

We seek to increase economic participation and wellbeing, to build resilience, improve safety and bring about system change. We offer microfinance programs and products, financial counselling and coaching, family violence support, family and youth programs, playgroups, education programs and community houses. These services are complemented by research and advocacy to address the underlying structural causes of injustice, exclusion, and inequality.

Role Purpose

The Family Therapeutic Practitioner is an integral member of the family violence team and delivers high quality counselling and therapeutic interventions for families who have experienced family violence. The role brings extensive knowledge and understanding of family violence to therapeutic work with women and children and draws on a range of approaches to assess needs, support trauma recovery and to evaluate therapeutic outcomes. The purpose of this role is to plan and implement strategies and interventions with families that assist them in their recovery from family violence and participate in group work development and facilitation.

This role works closely with the Children & Young Person's Therapeutic Practitioner, as well as the Case Managers and Support Workers to deliver a therapeutic and family focused service for families accessing refuge or crisis accommodation. The Family Therapeutic Practitioner works in partnership with families to achieve their goals, support recovery from family violence, improve family relationships and functioning and ensure the safety of all family members.

Key Responsibilities

- Contribute to a multi-disciplinary team approach, delivering evidence based therapeutic services to women and young people impacted by family violence
- Provide high-quality therapeutic responses for families with multiple and complex needs
- Assist families through crisis situations
- Provide support to develop strategies and skills to feel safe and connected and explore feelings and emotions related to family violence and trauma experiences
- Develop holistic plans identifying therapeutic needs and goals for families and contribute to the case planning process
- Work with parents to further develop their parenting skills, with an understanding of child and adolescent development
- Work with the Young People's Therapeutic Practitioner to develop strategies to build parent/carer trust to talk about the impact of trauma and family violence
- Using an intersectional approach and a trauma informed lens, support families toward healing and recovery from family violence
- Engage with individuals and the family unit in ways that are constructive and creative
- Develop and facilitate therapeutic group work programs
- Coordinate referrals for support and liaise with specialist services as required
- Implement the MARAM framework and undertake risk and needs assessment and safety planning as required
- Understand information sharing and the organizational requirements of FVISS/CISS
- Demonstrate a commitment to the Child Safe Standards
- Collaborate with a range of agencies and service providers to ensure that the individual and family needs are met
- Provide advocacy for the rights of all members of the family unit to access services within their community
- Provide secondary consultation to the family violence team and as required, to other internal and external stakeholders
- Manage competing tasks and prioritise effectively
- Contribute to care team meetings

Responsibilities of Good Shepherd Employees

Strategy

- Deliver service aligned with team operational plan and Good Shepherd's strategic plan
- Contribute to development of team plan
- Demonstrate understanding of social justice and community capability building concepts

People

- Demonstrate commitment to own learning and development
- Contribute to development of a high-performance team through demonstration of capabilities outlined in Good Shepherd's leadership capability framework
- Participate actively in regular formal supervision
- Share knowledge and practice insights with colleagues
- Take responsibility for own wellbeing

Clients

- Deliver best practice service to clients in line with agreed goals/contribution
 - Seek feedback from client/stakeholders/peers in order to reflect and improve on service support for own
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- practice
 - Maintain a client-centred approach to service delivery at all times

Service Delivery and Operations

- Deliver all services in line with service standards and program procedures
- Maintain accurate data, information and reporting at all times
- Maintain agreed service level agreements
- Provide timely reporting in line with department requirements
- Other duties as reasonably required

Stakeholders

- Liaise effectively with referral network
- Work collaboratively with other service providers to deliver valued outcomes for clients
- Develop constructive, collaborative relationships with other Good Shepherd team members and departments

Compliance

- Demonstrate behaviour consistent with Good Shepherd mission, values, behaviours and policies at all times
- Maintain agreed quality standards
- Maintain OH&S standards at all times

Qualifications, Experience and Mandatory Requirements

- Tertiary qualifications in Social Work, Counselling, Psychology or related discipline, post graduate qualification in counselling desirable
- Eligibility for membership to an appropriate professional association
- Experience in delivering therapeutic interventions, ideally for families who have experienced family violence
- An ability to draw on and apply a range of relevant theories and therapeutic practice that relate to family violence and trauma recovery
- Ability to work autonomously, as part of a multi-disciplinary team approach
- Current Victorian driver's license

Key Selection Criteria

1. Demonstrated experienced delivering therapeutic support to adults and young people who have been impacted by family violence, through the application of a range of therapeutic strategies and frameworks
2. Experience working with complex and dynamic families in crisis and recovery
3. A sound understanding of child and adolescent development and demonstrated ability to improve outcomes for young people of all ages and their families
4. Experience developing and delivering a range of therapeutic groups
5. Demonstrated commitment to professional development, including knowledge of the Royal Commission into Family Violence Recommendations and the broader impact of the current reforms on the family violence sector

Values & Behaviours

We are all co-responsible for the delivery of the Good Shepherd Mission and living our values by modelling these behaviours in all that we do.

Value of each person | Reconciliation | Justice | Zeal | Audacity

Additional information

Employment is subject to:

- Relevant Qualifications/Registration Name
- A current national Police Record Check
- A current Employee Working with Children Check (WWCC) or state equivalent
- Proof of the right to work in Australia

The above requirements will need to be supplied and verified prior to commencement

Work Health and Safety (WH&S): All team members are required to carry out their duties in a manner that does not adversely affect their own health and safety and that of others by reporting all incidents and injuries as well as cooperating with any measures introduced in the workplace to improve WH&S.

Pre-existing injury: The person appointed to this position will be required to disclose any pre-existing injuries or disease that might be affected by employment in this position. This will assist the organisation in providing a safe work environment.

Equal opportunity: Good Shepherd is an equal opportunity employer. We recognise the rich diversity of people across Australia. We are committed to ensuring that our team is reflective of the diverse community we serve and to supporting a culture of equity, inclusion and diversity. All team members have a responsibility to be familiar with and adhere to the organisation's policies and procedures.

Child Safe Employer: Good Shepherd Australia New Zealand is a Child Safe employer. Employment is subject to satisfactory referee checks, a current employment working with Children Check, National Criminal History check and proof of the right to work in Australia.

Cultural competency: Good Shepherd strives to maintain a culturally competent and inclusive workplace. All team members are expected to undergo cultural competence training as part of their professional development plans.

Salary packaging is available to all employees.