

Position description

Title	Children's Family Violence Clinical Therapist – Therapeutic Family Violence Response
Reports to	Good Shepherd Australia New Zealand and Strength2Strength (Family Life)
Classification & Salary	SCHCADS Level 7 (plus super and salary packaging)
Employment Status	Part-Time (0.8), Ongoing
Primary Location	Family Life Frankston/Mornington Peninsula
Date	May 2022

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.

Overview of Program

The Strength to Strength Program is a client-centred trauma informed therapeutic response for children and their mothers who are victim survivors of family violence, which includes therapeutic services delivered via outreach and through centre-based sessions. A partnership response has been formed to maximise client access, safety, empowerment, and therapeutic outcomes. The Therapeutic Demonstration Project, Strength2Strength operates through a partnership of key service providers including Family Life, Salvation Army, Good Shepherd Australia New Zealand, SECASA and Peninsula Health.

Partnerships

A partnership response including Family Life, Salvation Army, Good Shepherd Australia New Zealand, SECASA and Peninsula Health has been formed to maximise client access, safety, empowerment, and therapeutic outcomes.

Role Purpose

The interventions target children and their mothers from diverse populations, with the aim of

- Strengthening therapeutic responses and improving outcomes.
- Building evidence about effective practice approaches for responding to victim survivors of family violence, including victim survivors from diverse populations.
- Determining, through evaluation, how these approaches might be incorporated into future service delivery frameworks and organisational operating models; and
- Increasing access to a broad range of therapeutic approaches to family violence victim survivors including adults and/or children across diverse cohorts.

Key Responsibilities

- To work as part of a multi-disciplinary team to deliver evidence based therapeutic services via outreach and centre based service to children impacted by Family Violence and support the innovation of service responses and sector reform
 - Provide trauma informed therapeutic intervention to children impacted by family violence
 - Carry and manage a caseload of clients who are children, in a coordinated multi-disciplinary team, working collaboratively to ensure the best outcomes for children
 - Based in Frankston three days per week and at Mornington one day per week, this role will work flexibly across a range of service delivery sites in accordance with accountability and compliance standards, including the provision of outreach support to ensure service accessibility. On Thursdays, the role involves starting at 12.00pm and finishing at 8.00pm in Frankston.
 - Perform other duties consistent with the position as required by the Family Life line Manager, the partnership and consistent with meeting the contractual and compliance obligations of the program
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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 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

- Post graduate qualification in Counselling and/or qualified Psychologist
 - Demonstrated significant experience delivering therapeutic interventions for children who are victims of Family Violence.
 - Eligibility for full membership to an appropriate professional association.
 - Demonstrated experience in the provision of assessment and therapeutic interventions.
 - Ability to develop and implement trauma informed approaches to practice.
 - Experience in responding to various presentations of victims of family violence.
 - Experience delivering symbol play, arts or play therapies and drum and/or Solution Focused Talk Therapy techniques or other similar trauma informed therapies.
 - Willingness to provide an outreach service to engage with children and ensure accessibility.
 - A satisfactory Police Check
 - A current Employee Working with Children's Check (WWCC)
 - Evidence of Covid-19 vaccination, or medical exemption
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Key Selection Criteria

1. Excellent interpersonal, communication (verbal and written) and collaborative skills
 2. Experience working therapeutically with children who have experienced trauma, including trauma related to family violence
 3. An understanding of child development, trauma and attachment theories
 4. An ability to self-manage/work independently and as part of a multidisciplinary team
 5. An ability to build and maintain working relationships with key internal and external stakeholders to support best outcomes for clients
 6. An understanding of feminist theory and family violence practice including the gendered nature of violence.
 7. Excellent time management skills
 8. Experience or willingness to develop and deliver therapeutic groups for children
 9. A commitment to ongoing self-reflection, learning and professional development
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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
- Evidence of Covid-19 vaccination, or medical exemption
- You may be required to obtain particular vaccines or immunisations in order to perform the Inherit requirements of this position. This Includes but Is not limited to the COVID-19 vaccine/Immunisation

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.