

THERAPEUTIC COUNSELLOR POSITION DESCRIPTION

GAMBLER'S HELP /FAMILY SERVICES NORTH CENTRAL REGION

At Anglicare Victoria our focus is on transforming the futures of children, young people, families and adults. Our work is based on three guiding pillars: Prevent, Protect and Empower.

We strive to create an environment where employees feel valued and rewarded.

By living the Anglicare Victoria values and actively fostering fairness, equality, diversity and inclusion, our people make Anglicare Victoria a truly great place to work.

So come and join us at Anglicare Victoria where there is a rewarding career ready for you in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.



Position details

Position	Therapeutic Counsellor
Program	Gambler's Help/Family Services
Classification	SCHADS Award Level 6 (Social Worker Class 3) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Part time
Hours per week	26.6 hours per week
Duration	Fixed Term
Fixed term end date	30/06/2022
Location	North Central Region - Mildura
Reporting Relationship	This position reports directly to Team Leader Community Services.
Effective date	March 2021

Overview of program

This role will work within both the Gambler's Help and Integrated Family Services team.

Gambler's Help Therapeutic Counselling aims to minimise the personal, health and social harms for individuals experiencing gambling related harm. This is achieved through the provision of evidence based therapeutic counselling interventions across a range of modalities and practice settings appropriate to individual needs.

Gambler's Help Therapeutic Counsellors in addition to delivering a range of clinical activities also provide clinical education and capacity building activities targeted to other health and clinical services staff.

Integrated Family Services receive referrals from ChildFIRST and provide support to families who have dependent children from 0- 18 years of age. Integrated Family Services aims to provide a range of short, medium and high intensity services, capable of delivering flexible supports that respond to families need.

The Therapist will work creatively alongside Family Services Practitioners to provide therapeutic services to families whose children are at risk of entering the out of home care system, using a range of Therapeutic modalities.

The approach to the working with individuals and families is, solution focused, strength-based support with a focus on

- Assertive engagement
- Conducting ongoing assessments;
- For Family Services provide outreach, child focus family inclusive support in the family home;
- Assist individuals and families to clarify and develop goals to address the issues that are of concern.

The Therapist in working within Family Services will support families to consider the changes that need to occur for children to remain safe in their own homes and build the capacity of family workers to respond to children and families who are impacted by trauma. This may be achieved through joint visits with family workers, secondary consultation, outreach work, individual therapy, family therapy and therapeutic group work.

Position Objectives

1.	To assist individuals, families and affected others to manage gambling related harm. To assist individuals to reduce or stabilise gambling behaviours.
2.	To provide quality service delivery with the intention of reducing the likelihood or re-occurrence of child abuse and/or neglect occurring to a child or young person.
3.	To provide individual therapeutic support to clients using a range of therapeutic models and frameworks; and work alongside other workers to provide high quality consultancy, advice and education to staff.
4.	To support individuals and families to maintain positive behaviour change post counselling.

Key responsibilities

The key responsibilities are as follows but are not limited to:


1.	Counselling and support for individuals, groups and families to facilitate change processes in individuals. Counselling includes assessment, providing information about the range of support options available and facilitate referrals to other agencies.
2.	Self-exclusion support to individuals and follow up telephone or face to face support to individuals who have signed a self-exclusion deed.
3.	Secondary consultations and co-counselling with Family Services Practitioners and other health clinicians as required, including the provision of education and training.
4.	To develop and facilitate peer and group support programs for clients.
5.	Make an active commitment to the development and maintenance of a learning environment and cohesive multi-disciplinary team; through staff meetings, team meetings, staff development, supervision and reflective practice.
6.	Fulfil the program obligation regarding targets, case recording, statistics and other data collection and report writing.

Key Selection Criteria

The Key Selection Criteria are based on role specific requirements **and** the Anglicare Victoria Capability Framework. Applicants are required to provide a written response to **both** a) and b).

a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. Each of the role specific criteria are to be addressed individually (no more than 2 pages in total).

 Role Specific	<ol style="list-style-type: none"> 1. Relevant qualifications and relevant counselling experience and eligibility for membership with one of the following: <ul style="list-style-type: none"> • Provisional registration with Psychology Board of Australia; or • Full, graduate or Accredited Mental Health Social Worker (AMHSW) membership with the Australian Association of Social Workers; or • Membership with Psychotherapy and Counselling Federation of Australia (PACFA) in the family/relationship therapy or general counselling/psychotherapy sections.
	<ol style="list-style-type: none"> 2. Demonstrated experience in the provision of individual, couple, family and group counselling.
	<ol style="list-style-type: none"> 3. Ability to provide secondary consultation and specialist knowledge to other service providers.
	<ol style="list-style-type: none"> 4. Well-developed verbal and written communication skills and a high level of interpersonal skills.
	<ol style="list-style-type: none"> 5. A demonstrated ability to work with a range of age, gender and cultural groups as well as groups and organisations in the government and non-government sectors.
	<ol style="list-style-type: none"> 6. Demonstrated ability to develop and deliver education and awareness programs, as well as an understanding of theoretical frameworks and models of adult education and community development.

Key Selection Criteria (continued)

b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the two nominated capability groups; **Personal Qualities** and **Relationship and Outcomes** (no more than 1 page in total).

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today's changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.

Personal Qualities



Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

Relationships and Outcomes



Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

Leading People



Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.

Occupational health & safety (OHS)

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

All Anglicare Victoria employees, contractors and volunteers are required to:

- take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company's OHS policies and procedures
- take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others
- cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace
- report all injuries, illness or 'near misses' to their Supervisor or Manager
- participate in relevant health and safety training based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems.

Cultural Safety in the Workplace

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.

Conditions of employment

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award (SCHADS) 2010. Salary packaging is offered with this position.
- All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.
- All offers of employment are subject to a satisfactory Criminal History Check, a current Driver's License and Employment Working with Children Check prior to commencement.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name:

Signature:

Date:
