



# THERAPEUTIC PRACTITIONER POSITION DESCRIPTION

## Residential Care

25 July 2019

**Central Office**  
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**BETTER  
TOMORROWS**

**Anglicare Victoria has 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.

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

Our employees are able to develop their careers across all of our service areas. They have the flexibility to align the pace of their career with their various life stages.

### **Commitment to your professional development**

Anglicare Victoria supports and encourages our employees with a comprehensive range of professional and personal development opportunities to equip our employees to bring about significant improvements in the life experience of the young people, children and families/caregivers with whom we work.

### **Creating a 'Culture of Care'**

While working with our clients can be an incredibly rewarding experience, it can also be challenging. This is why Anglicare Victoria requires that staff involved in the provision of services directly to children, young people, adults and families have regular supervision sessions with their direct manager.

Anglicare Victoria provides a comprehensive Employee Assistance Program (EAP). The EAP can be used to help support staff and their families through a work or personal issue that may be impacting their health or wellbeing through access to professional and confidential counselling services.

### **Flexible working arrangements**

Anglicare Victoria recognises that changes in the lives of our staff can affect work life balance and well-being. This is why there are a variety of arrangements including altering start and finish times, job sharing and part time options where appropriate. Also you may be eligible to purchase additional annual leave. Maternity and parental leave arrangements are also available.

### **Generous salary packaging benefits**

Salary packaging allows you to pay for certain expenses before tax is taken out of earnings. This reduces the amount of tax paid, helping staff make the most of their income.

Also a corporate health plan is available providing a great value health cover for you if you choose to access it.

So come and join us at Anglicare Victoria where our focus is on creating opportunities to transform the futures of disadvantaged Victorian children, young people & families.

## Position details

<b>Position</b>	Therapeutic Practitioner
<b>Program</b>	Residential Care
<b>Classification</b>	SCHADS Award Level 8 (Social Worker Class 4 + HD)
<b>Hours</b>	Part Time (19 hours per week)
<b>Duration</b>	Ongoing
<b>Location</b>	Bendigo
<b>Reporting Relationship</b>	This position reports directly to the Program Manager, Residential Care with clinical supervision provided by the Principal Practitioner
<b>Effective date</b>	July 2019

## Service Information

The Anglicare Victoria Therapeutic Residential Care program provides accommodation and support for children / young people aged 12 – 18 years requiring placement within a therapeutic Residential Care environment. The Therapeutic Care Program operates as part of an integrated service response aimed at addressing protective issues as determined by the courts and covered in the Children, Youth and Families Act. This can include issues of significant trauma, abuse and/or neglect.

The Anglicare Victoria Therapeutic Residential Care model aims to provide holistic, trauma informed practice that creates an environment that takes into account the young person's trauma, resilience, attachment, developmental age. The model promotes congruence, consistency, coherence and reciprocity enriching the young person's environment with predictability, nurturance and achievable outcomes. The Therapeutic Specialists work within the TRC team to provide clinical leadership with regard to the development and implementation of appropriate therapeutic support for children and young people in out-of-home care.

## Position Purpose

The Therapeutic Specialist will be allocated to one or more of the TRC houses, providing assessment and support to young people, and contributing to the care team of professionals and family of each client. The position is required to:

- Promote the ability of children and young people to recover from the effects of abuse, family violence, trauma and loss.
- Take a lead role in supporting professional practice and program development in order to promote best practice and ongoing quality improvement.
- Resource residential care staff and others to provide nurturing, therapeutic, reparative care for children and young people who present with complex needs and challenging behaviours using a trauma framework.

## Key responsibilities

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

1.	Conduct consultations and provide case practice advice for complex cases, including risk assessment and risk management of cases
2.	Work collaboratively with and provide expert integrative support to the House Coordinator, House Staff, Case Managers, TEACHaR and young people using a trauma informed practice
3.	Provide leadership in the professional development and recruitment of staff, including supporting a culture of reflective practice, quality supervision and coaching
4.	Conduct comprehensive developmental assessments for each young person which are reviewed every six months
5.	Facilitate training for professionals and care team members in trauma-informed therapeutic approaches to out-of-home care
6.	Ensure that the programs meet service and quality standards, targets, and legislative and policy requirements

## What we look for - the 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:

- a) The **role specific** requirements. The 5 criteria are to be addressed individually (no more than 2 pages in total).
- b) The Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the 3 capability groups; **Personal Qualities, Relationship and Outcomes**, and **Leading People** (no more than 1 page in total).

## Key Selection Criteria

### a) Role specific requirements.

 <p><b>Role Specific</b></p>	<ol style="list-style-type: none"><li>1. Tertiary qualifications in Psychology, Social Work, or related discipline with eligibility for membership of the relevant professional association supported by substantial post graduate experience.</li><li>2. Extensive knowledge and experience in the Child Protection and Out-Of-Home Care systems including relevant legislative and statutory provisions and frameworks, compliance requirements and principles.</li><li>3. Excellent knowledge of, and demonstrated experience in the application of relevant theoretical approaches that underpin the provision of therapeutic services to vulnerable children, young people and families.</li><li>4. Excellent skills in providing expert case consultation and advice to other professionals, particularly around trauma, attachment and development assessments.</li><li>5. Demonstrated ability to provide leadership and direct service in the clinical assessment and treatment of children, young people and families.</li></ol>
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## b) Anglicare Victoria Capability Framework

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.

## 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 2010. Salary packaging is offered with the position
- All offers of employment are subject to a satisfactory Criminal History Check and must provide a Working with Children Check prior to commencement.
- A current Victorian Driver's license is essential