

# THERAPEUTIC SPECIALIST KEYS RESIDENTIAL CARE SOUTHERN 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.

At Anglicare Victoria we care about our employees in the same way that we care about our clients. We support and encourage our employees with a wide range of professional and personal opportunities to strengthen their overall well-being.

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.



## Position details

<b>Position Title</b>	Therapeutic Specialist
<b>Program</b>	KEYS
<b>Classification</b>	SCHADS Award Level 8 (Social Worker Class 4 + HD) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
<b>Engagement</b>	Full Time
<b>Hours per week</b>	38
<b>Duration</b>	Fixed Term
<b>Fixed term end date</b>	June 2023
<b>Location</b>	Dandenong
<b>Reporting Relationship</b>	Senior Team leader
<b>Effective date</b>	May 2020

## Overview of program

The Anglicare Victoria residential care program in the southern region provides accommodation and support for children / young people aged up to 18 years of age who may be requiring placement within a caring and nurturing environment.

Our residential care program in the Southern region operates three standard four bed residential houses, one four bed Therapeutic Residential Care (TRC) residential house, and two four bed KEYS residential houses.

KEYS is a service for young people aged 12 to 17 years who have challenging behaviours, serious emotional and mental health issues and are currently in or are likely to move into residential care.

KEYS is a multi-disciplinary model delivered in partnership with Anglicare Victoria, Monash Health, MIND Australia, YSAS and VACCA.

The KEYS model provides residential care house with:

- 24-hours a day, seven days a week rostered staffing model
- A multi-disciplinary team wrapped around the young person.

The overarching aim of KEYS is to transition young people into longer term and less intensive placement options. To create these pathways out of residential care, KEYS aims to support young people to stabilise their behaviour and build their future through a multidisciplinary focus across the following five domains:

- Managing emotions
- Identity and connection
- Education and employment
- Safety
- Life skills

## Position Objectives

The position will sit within Anglicare Victoria but will work in collaboration with and be a co-opted member of the Monash Health team.

Young people referred to KEYS may have or are currently experiencing one or more of the following difficulties:

- Complex mental health difficulties such as self-harming behaviours
- Significant neglect, physical and sexual abuse, witnessed and/or subjected to family violence, and exposure to family violence
- Show signs of reactive sexual behaviours
- Have criminal offending behaviours, including those with youth justice involvement
- Substance misuse
- High vulnerability to sexual exploitation and abuse.

The objective of this position is to support the care team and the young people directly in treatment to address these complex behaviours

1.	Promote the ability of children and young people to recover from the effects of abuse, family violence, trauma and loss.
2.	Take a lead role in supporting professional practice and capacity to provide treatment planning and ongoing assessment with young people and families with mental health problems.
3.	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
4.	Directly engage and work with young people within the KEYS program to support them to address their complex behaviours and to meet their mental health needs.

## Key responsibilities

The key responsibilities include but are not limited to:

Focus on the day to day duties:

1.	In conjunction with direct client work, conduct consultations and provide case practice advice, including risk assessment and risk management.
2.	Work collaboratively with the KEYS multi-disciplinary team and provide expert integrative support to the House Coordinator and Residential Youth Workers across the KEYS program in relation to young people using a trauma informed practice
3.	Support the upskilling of Residential Youth Workers through coaching, mentoring and reflective practice.
4.	Conduct administrative tasks such as comprehensive clinical notes for each young person, clinical review minutes, and referrals as other documentation as required.
5.	In partnership with Monash Health, participate in facilitating weekly clinical reviews for young people, and participate in all Monash Health internal meetings around mental health issues experienced by young people within the KEYS program.
6.	Facilitate training for professionals and care team members in trauma-informed therapeutic approaches to out-of-home care
7.	Ensure that the KEYS program guidelines are upheld and meet service and quality standards, targets, and legislative and policy requirements

## Key Selection Criteria

What you are looking for in your successful applicant in terms of nonnegotiable qualifications or experience:

 <p><b>Role Specific</b></p>	<p>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.</p>
	<p>2. Knowledge and experience in mental health issues experienced by young people and of the mental health system supporting young people.</p>
	<p>3. 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.</p>
	<p>4. 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.</p>
	<p>5. Excellent skills in providing expert case consultation and advice to other professionals, particularly around trauma, attachment and development assessments.</p>
	<p>6. Demonstrated ability to provide direct service in the clinical assessment and treatment of children, young people and families.</p>

## **Child Safety**

AV is committed to protecting children and young people from all forms of harm and abuse. As an employee you are required to report any concerns raised by, or on behalf of, children and young people in accordance with mandatory reporting, reportable conduct and incident management procedures. Everyone at AV has a role to play in keeping children and young people safe.

## **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 and an Employment Working with Children Check prior to commencement.
- A current Victorian Driver's license is essential.
- In line with Anglicare Victoria's Covid 19 Vaccination Policy all staff, students and volunteers are required to provide evidence of full vaccination against Covid-19 or provide a valid medical exemption. This requirement may be amended from time to time in line with Anglicare Victoria Policy or as directed by Chief Health Officer.

## Acceptance of Position Description requirements

To be signed upon appointment

### **Employee**

Name:

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Signature:

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Date:

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