**Therapeutic Specialist (Family)
POSITION DESCRIPTION**

**CARE Hub**

**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**

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| **Position** | Therapeutic Specialist (Family)  |
| **Program** | Care Hub  |
| **Classification** | 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) |
| **Hours** | Full Time |
| **Hours per week** | 38 |
| **Duration** | Fixed Term |
| **Fixed term end date** | 30/06/2022 |
| **Location** | Bendigo |
| **Reporting****Relationship** | This position reports to Program Manager, Care Hub.  |
| **Effective date** | August 2021 |

**Overview of program**

The Care Hub model trial includes placement options (foster and residential care), multi-disciplinary services and outreach support (including therapeutic supports, cultural support, mental health, family work, alcohol and drug outreach services). The Care Hub will provide early assessment, planning and wrap around supports by a single integrated team (formed from a consortium of organisations) for children and young people who are first time entrants into care.

The Therapeutic Specialist will provide support across the Care Hub’s multi-disciplinary team working closely with team members to strengthen the evidence based therapeutic interventions, professional practice and development through the provision of reflective practice, clinical supervision, consultation and supporting the delivery and application of practice approaches that reflect outcomes for families we support. The Therapeutic Specialist (Family) role will focus on providing therapeutic support to the families of the child/ren and young people with in the Care Hub.

**Position Objectives**

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|  | To provide individual therapeutic support to families using a range of evidence based therapeutic models and frameworks.  |
|  | To promote the ability of communities, children, young people and parents/caregivers to recover from the effects of abuse, family violence, trauma and loss. |
|  | To work alongside the Program Manager Care Hub and identified the Care Hub team to provide high quality consultancy, advice and education to staff to deliver therapeutic responses. |
|  | To promote and engage in relationships with Aboriginal Controlled Organisations and Aboriginal families that promote culture as a safety for children.  |
|  | In collaboration with the Care Hub Program Manager, take a lead role in supporting professional practice and program development in order to promote best practice and ongoing quality improvement. |

**Key responsibilities**

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

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|  | To participate in highly complex family assessments that identify the health, wellbeing and safety needs of the family involved with our services that focus on identifying the capacity and constraints of the families to make necessary changes. |
|  | In collaboration with the Care Hub Program Manager take a planned approach to supporting practice development, quality service delivery and risk management across the service area. |
|  | To make an active commitment to the development and maintenance of a learning environment and cohesive multi-disciplinary team across the consortium; through staff meetings, team meetings, staff development, supervision and reflective practice. |
|  | To develop good working relationships with consortium partners including Aboriginal services to ensure cultural safety in our practice; strengthening outcomes for aboriginal families.  |
|  | To build confidence and competence in teams and staff to provide quality services, through the provision of professional development, reflective practice, consultation and coaching. |
|  | To provide high quality individual therapeutic support to identified families using a range of therapeutic models and frameworks |
|  | The willingness to adhere to program guidelines and/or funding expectations, including the delivery of flexible service hours [outside normal business hours] where required.  |
|  | Alongside the Care Hub Program Manager support agreed key practice models/approaches and initiatives across the region. |

**Key Selection Criteria**

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Applicants can provide a written response to the role specific requirements to support their application.

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| C:\Users\David.Sandison\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\GIF9U7N8\RoleSpecific_icon.jpg | 1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and / or related behavioural sciences at a degree level or associated diploma level with substantial experience in the relevant service stream.
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| 1. Demonstrated excellence in the ability to lead and strengthen the capacity of others through modelling, communication, coaching, and mentoring.
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| 1. Expert knowledge of and experience in the application of relevant theoretical approaches that underpin casework practice to families
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| 1. Excellent skills in providing expert case consultation and advice in relation to complex cases, particularly around safety and wellbeing assessments for families.
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| 1. Highly developed ability to provide leadership and direct service in the clinical assessment and treatment of families.
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| 1. Highly developed skills in the ability to design and implement system changes that have beneficial outcomes for families.
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**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 click to select. 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 an Employment Working with Children Check prior to commencement.

**Acceptance of Position Description requirements**

To be signed upon appointment

**Employee**

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| Name: |  |
| Signature: |  |
| Date: |  |