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| **Position Description** |

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| **Workforce Development Trainer and Family Therapist** | |
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| **Position No:** | 50021075 |
| **Department:** | The Bouverie Centre |
| **School:** | Psychology and Public Health |
| **Campus/Location:** | Brunswick |
| **Classification:** | Higher Education Officer Level 7 (HEO7) |
| **Employment Type:** | Fixed Term, Full-time |
| **Position Supervisor:**  **Number:** | Team Leader - Acquired Brain Injury  50002410 |
| **Other Benefits:** | <http://www.latrobe.edu.au/jobs/working/benefits> |

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

School of Psychology and Public Health – <https://www.latrobe.edu.au/school-psychology-and-public-health>

The Bouverie Centre - <https://www.bouverie.org.au/>

**For enquiries only contact:**

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| **Position Description** |

**Workforce Development Trainer and Family Therapist**

The College of Science, Health & Engineering comprises 9 Schools and 16 Departments across La Trobe’s multi-campus operations. The College offers a range of general and specialist undergraduate and postgraduate courses that are rigorous and attuned to meeting the needs of students in ensuring their readiness to work in changing environments. Our courses are appropriately linked to emerging trends and critical global issues. The College research achievements have an outstanding reputation for their innovation and contribution to society and are at the forefront of building strong relationships with industry partners.

One of the larger Schools within the College, the School of Psychology & Public Health undertakes teaching and research across a broad range of disciplines, including: Public Health; Rehabilitation Counselling; Health Information Management; Ergonomics, Safety and Health; Art Therapy; Psychology; Neuroscience; Counselling and Family Therapy. The School currently comprises seven academic units: the Department of Public Health, the Department of Psychology & Counselling, the Olga Tennison Autism Research Centre (OTARC), The Bouverie Centre, the Centre for Alcohol Policy Research (CAPR), the Centre for Health Communication and Participation (CHCP) and the Australian Research Centre in Sex, Health and Society (ARCSHS).

# The Bouverie Centre

## *Healthy relationships in families, organisations and communities*

Established in 1956, The Bouverie Centre is a systemic practice-research organisation that draws on its history of bringing Family Therapy to Australia to promote its vision of healthy relationships in families, organisations and communities. The Centre is a value–based learning organization that integrates clinical, workforce development, academic and research. The Centre receives recurrent funding from The Department of Health and Human Services and generates fee-for-service income.

As a newly established Research Centre within the School of Psychology and Public Health La Trobe University, a major strategic task over the next three years is to articulate the Bouverie approach to research, build the research program’s capacity and integrate this program into the Centre’s current work, culture and values.

With the addition of research capacity to the Centre’s systemic expertise, long standing relationship with health and welfare services, in particular Victorian mental health and alcohol and drug services, and proven ability to engage new service systems, we will further grow Bouverie’s capacity to have positive real-world impact. A key focus of the Centre’s strategic direction over the next decade is the integration of practice and research.

These developments will be guided by the following principles:

* A systemic perspective that appreciates relationship and context
* A non-blaming appreciation of complexity
* A recognition of the importance of culture, trauma and family sensitivity
* Integration of evidence-based practice; practice-based evidence and values based practice
* Collaborative processes such as co- design, co –production and co–evaluation
* The valuing lived experience
* Real world impact and sustainable change

This position is located within the workforce development programs of The Bouverie Centre and reports to the relevant workforce program manager. The role of these programs is to build knowledge about how best to develop the capacity of services to work with families and ultimately to improve the experiences of care and outcomes for those receiving services. This is achieved through implementation projects guided by action research methodologies and involving training, consultation and practice support. Consistent with The Bouverie Centre’s research role, these projects include a strong emphasis on data collection, evaluation and research. The work of the workforce programs includes a funded role in relation to Victoria’s mental health and alcohol and other drugs services as well as fee for service work with a diverse range of health and human services across Victoria, nationally and internationally. The position also involves providing family therapy to a small number of families within centre’s clinical research teams. The Bouverie Centre is an integrated practice-research centre within the school of psychology and public health, College of Science, Health and Engineering at La Trobe University.

**Duties:**

* Contribute to the knowledge base about how best to build family sensitive practice capability in mental health, alcohol and other drugs services.
* Implement family-based and systemic practices in mental health, alcohol and other drugs and related services through the provision of training, supervision, and organizational consultation.
* Design, co-ordinate and deliver workforce development and implementation projects, including contributing to the evaluation and research components of these projects.
* Contribute to the development and advancement of online and other contemporary ways of promoting systemic approaches to health and well-being.
* Project management experience or the skills to take projects to completion.
* Provide Family Therapy as part of a specialist clinical research team to a small number of families presenting with a range of mental health issues.
* Prepare project proposals, evaluation reports and other documentation as required.
* Contribute as a member of the mental health or community services workforce programs to the operation of these programs and to wider activity of The Bouverie Centre.
* Participate in staff meetings, quality assurance and professional development activities of The Bouverie Centre.

**Key Selection Criteria:**

* An appropriate tertiary qualification in social work, nursing, occupational therapy or psychology and or with a Post Graduate qualification in Family Therapy and eligibility for Clinical Membership of the Australian Association of Family Therapy.
* An inquiring mind and a desire to improve services.
* Skills and experience in providing training, consultation, supervision and support within an implementation framework to health and other human service practitioners and managers.
* Experience or comfort building and delivering online and contemporary training, resources and capacity building projects
* Highly developed skills in family therapy with a sound knowledge of family-based and systemic approaches and their application in the mental health, alcohol and other drugs or related fields.
* Significant practice experience in the health and human services, preferably in the mental health or alcohol and other drugs fields.
* Demonstrated ability to play a role managing projects as a team member, including contribution to the preparation of project reports, evaluation reports and other relevant documentation.
* Highly developed interpersonal and communication skills with a capacity to work independently and as part of a team as circumstances require.
* Current Victorian Driver’s License and a willingness to travel and stay overnight in country Victoria, interstate and overseas.

**Desirable Attributes:**

* Knowledge of or experience in applying Single Session Thinking approaches in practice
* Demonstrated skills in research, evaluation or interpretation of data.
* Experience in the use of web-based technologies

**Additional information:**

All staff of the Bouverie Centre attend a two-day residential staff conference each year.

**Essential Compliance Requirements**

To hold this La Trobe University position the occupant must:

* hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
* take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

**Position Flexibility**

La Trobe University is committed to providing a diverse, inclusive and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

**La Trobe Cultural Qualities**

Our cultural qualities underpin everything we do. As we work towards realising the strategic goals of the University we strive to work in a way which is aligned to our four cultural qualities:

* We are***Connected****:* We connect to the world outside — the students and communities we serve, both locally and globally.
* *We are* ***Innovative****:* We tackle the big issues of our time to transform the lives of our students and society.
* *We are* ***Accountable:*** We strive for excellence in everything we do. We hold each other and ourselves to account, and work to the highest standard.
* *We* ***Care:*** We care about what we do and why we do it. We believe in the power of education and research to transform lives and global society. We care about being the difference in the lives of our students and communities.

For Human Resource Use Only

Initials: Date: