

## THERAPEUTIC COUNSELLOR POSITION DESCRIPTION

### GAMBLER'S HELP ST LUKE'S

**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

<b>Position</b>	Therapeutic Counsellor
<b>Program</b>	Gambler's Help
<b>Classification</b>	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)
<b>Hours</b>	Part time
<b>Hours per week</b>	22.8 hours per week
<b>Duration</b>	Fixed Term
<b>Fixed term end date</b>	30/06/2022
<b>Location</b>	Bendigo
<b>Reporting Relationship</b>	This position reports directly to Team Leader Community Services.
<b>Effective date</b>	August 2020

## Overview of program

The Gambler's Help team is responsible for the delivery of the Therapeutic Counselling, Financial Counselling, Venue Support and Community Engagement programs.

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.

The Therapeutic Counsellors through close working relationships and robust referral procedures will work within an integrated, holistic and person centered approach.

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.

Clinical education and capacity building activities are those activities that support other clinical, health and community services to identify and respond to gambling related harms. They are targeted towards improving responses in other services where people experience gambling harm, are likely to be engaged or seek help and reaching individuals and population groups who are less likely to engaged directly with Gambler's Help services.

## Position Objectives

1.	To assist individuals, families and affected others to manage gambling related harm.
2.	To assist individuals to reduce or stabilise gambling behaviours.
3.	To support individuals to maintain positive behaviour change post counselling.
4.	To assist other clinical health and human services staff to identify and respond to gambling related harms.

## 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.	Follow up with clients at agreed intervals to encourage and maintain engagement.
3.	Self-exclusion support to individuals and follow up telephone or face to face support to individuals who have signed a self-exclusion deed.
4.	Secondary consultations and co-counselling with other health clinicians as required.
5.	Peer and group support programs for those affected by gambling harm.
6.	To provide education and training to other clinical health and human services staff to identify and respond to gambling related harm.

## 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).

 <b>Role Specific</b>	<ol style="list-style-type: none"> <li>1. Relevant qualifications and relevant counselling experience and eligibility for membership with one of the following: <ul style="list-style-type: none"> <li>• Provisional registration with Psychology Board of Australia; or</li> <li>• Full, graduate or Accredited Mental Health Social Worker (AMHSW) membership with the Australian Association of Social Workers; or</li> <li>• Membership with Psychotherapy and Counselling Federation of Australia (PACFA) in the family/relationship therapy or general counselling/psychotherapy sections.</li> </ul> </li> </ol>
	<ol style="list-style-type: none"> <li>2. Demonstrated experience in the provision of individual, couple, family and group counselling designed to address addiction behaviours and its impact or in a related field.</li> </ol>
	<ol style="list-style-type: none"> <li>3. Ability to provide secondary consultation and specialist knowledge to other service providers.</li> </ol>
	<ol style="list-style-type: none"> <li>4. Well-developed verbal and written communication skills and a high level of interpersonal skills.</li> </ol>
	<ol style="list-style-type: none"> <li>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.</li> </ol>
	<ol style="list-style-type: none"> <li>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.</li> </ol>

## 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:

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Signature:

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Date:

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