

THERAPEUTIC SPECIALIST POSITION DESCRIPTION

RESIDENTIAL SERVICES EASTERN 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

Position	Therapeutic Specialist
Program	Residential Care & Out of Home Care
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
FTE	38 hours per week. 0.8 Residential care (0.5 Mt Evelyn, 0.3 Wallan) 0.2 OoHC
Duration	Ongoing
Fixed term end date	NA
Location	Wallan, Mount Evelyn & Lilydale
Reporting Relationship	This position reports to Program Manager, Residential Services & Out of Home Care (or delegate) with clinical supervision provided by the Principle Practitioner
Effective date	June 2022

Overview of program

Residential care:

The Anglicare Victoria Residential care program provides accommodation and support for children / young people aged 12 – 18 years requiring placement. The therapeutic component of the 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 Specialist provides clinical leadership and consultation to the team. They also provide primary and secondary therapeutic support for children and young people in out-of-home care. This role includes managing the dynamic, transactional and systemic broader systems of support around the young person.

Out of Home Care:

Anglicare Victoria's Out of Home Care programs in the Eastern region provides care for children and young people who are unable to live with their families of origin or whose families are in crisis. Home Based Care encompasses foster care 0 – 18 years (including long-term, short-term, emergency and respite); Friends (volunteers supporting foster care), Kinship Care; Targeted Care Packages (various care options tailored to the individual's needs) and Lead Tenant (short-term and long-term accommodation for young people).

The therapeutic specialist provides targeted support to volunteers and staff, aimed at addressing emotional wellbeing and providing therapeutic guidance and direction to support and enhance placements for children and young people.

Position Objectives

1.	To provide individual therapeutic support to children and young people using a range of evidence based therapeutic models and frameworks.
2.	To promote the ability of communities, children, young people and parents/caregivers to recover and respond to the effects of abuse, family violence, trauma and loss.
3.	To work alongside the residential care and out of home care teams to provide high quality consultancy, advice and education to staff and volunteers to deliver therapeutic responses.
4.	To promote and engage in relationships with Aboriginal Controlled Organisations and Aboriginal families that promote culture of safety for children.
5.	In collaboration with the Program Manager, take a lead role in supporting professional practice in order to promote best practice and ongoing quality improvement.
6.	Improve outcomes for children and young people through support and development of carers, Friends and mentors.

Key responsibilities


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

1.	Work collaboratively with, and provide expert integrative support through the provision of professional development, reflective practice, consultation and coaching to the House Coordinator, House Staff, Case Managers, Carers, Volunteers and young people using trauma informed practice.
2.	To directly engage with the young person (and provide primary treatment for the YP in the 2 bed model), and/or to ensure the therapeutic interventions and approaches from external providers are consistent with the goals and outcomes for the young person.
3.	To work collaboratively with partner agencies including Aboriginal services to ensure cultural safety in our practice; strengthening outcomes for aboriginal children and young people.
4.	Conduct consultations and provide case practice advice for complex cases, including risk assessment and risk management of cases & conduct comprehensive developmental assessments for each young person (which are reviewed every six months).
5.	To undertake static and dynamic psychological, behavioural and cognitive assessments required for the young people for a deeper understanding, management and treatment of their needs.
6.	Provide direct support and strategies for staff and volunteers to provide nurturing, therapeutic, reparative care for children and young people who present with complex needs and challenging behaviours using a trauma framework.
7.	The Therapeutic Specialist will facilitate therapeutic approaches with the significant relationships for the young people, including with direct caregivers, with family and relationships within the community. This may involve the Therapeutic Specialist providing family therapy to repair relationships. The therapeutic approach is one of inclusiveness, identifying that many young people in care are still on the journey toward being able to engage in cognitive or 'talk based' therapy.

8.	To provide high quality individual therapeutic support to children and young people within the presence of caregivers and staff using a range of therapeutic models and frameworks.
9.	Maintain a willingness to adhere to program guidelines and/or funding expectations, including the delivery of flexible service hours [outside normal business hours] where required.
10.	Facilitate training and group discussions for carers on key topic areas relevant to sustaining and enabling positive placements for children and young people.
11.	Provide additional emotional support and debriefing to carers, their families and volunteers throughout significant periods such as Quality of care processes and as identified by program staff.
12.	Provide feedback to the program on individual and general themes identified for the purpose of improving program procedures and responses.

Key Selection Criteria

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

 <p>Role Specific</p>	1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and / or related behavioural sciences at a degree level. Master level qualification in Family Therapy is desirable. Postgraduate or Masters level qualifications in therapeutic approaches is desirable.
	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.
	3. Expert knowledge of and experience in the application of relevant theoretical approaches that underpin casework practice to vulnerable children and young people.
	4. Excellent skills in providing expert case consultation and advice to other professionals, particularly around trauma, attachment and development assessments.
	5. Demonstrated ability to provide leadership and direct service in the clinical assessment and treatment of children, young people and families.
	6. Experience with providing family therapy and previous experience utilising recognised therapy practices such as CBT is desired.
	7. Experience working with volunteers within the Home Based Care system.

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, a current Driver's License and an Employment Working with Children Check prior to commencement.
- 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:

Signature:

Date:
