

Position Description

Title	Clinician
Business unit	Children, Youth & Families
Location	51 Princes Highway, Dandenong
Employment type	Full time Ongoing
Reports to	Clinical Services Leader

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We have been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the North, Mallacoota in East Gippsland, the Wimmera region in the West, and across Tasmania.

We empower children, young people and families to learn and thrive. We are there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We are proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

The Clinical Care and Support program provides specialist outreach psychological services to carers of children and young people unable to live with their birth parents. The program develops the capability of carers and others in the child/young person's support network to understand and respond to the child/young person's needs.

The purpose of the Clinician is to promote and facilitate safe, stable and nurturing environments for vulnerable children and families by positively contributing to children's adjustment and development through design and implementation of tailored therapeutic interventions. The Clinician also provides professional development promoting the most effective approaches and contemporary knowledge in working with vulnerable children and families to professionals and community stakeholders.

The position is based primarily at Dandenong, but will be required to travel to complete clinical tasks such as attending case conferences, and conducting home and school-based services.

2. Scope

Budget: Nil

People: nil

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3. Relationships

Internal

- Clinical Services Leader
- Clinical Care and Support Program clients

External

- Department of Families, Fairness and Housing (DFFH) Professionals and other workers from schools, community and health organisations involved with clients
 - Child Protection staff and other government departments
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4. Key responsibility areas

Service delivery

- Support and educate carers to understand the child/young persons' experience of trauma, to increase the child/young person's social, emotional, behavioural and developmental functioning
- Provide carers with customised approaches to care for the child/young person's based on their presentation/behaviour
- Observe the child/young person and their interactions with their carer/s in their home environment
- Provide psychological intervention to the child/young person integrating the role of their carer/s to further enhance attachment/attunement and overall placement stability
- Contribute to case plan and professional meetings as negotiated
- Liaise with relevant professionals, providing education and support to the child/young person's network if required
- Provide specialist consultation to case managers, carers, client families and other professionals
- Facilitate and participate in a reflective learning environment within the program and organisation
- Develop and maintain skills and ethical practice to a high standard to align to best contemporary practice
- Manage the development and delivery of specific portfolio projects
- Manage the development and co-ordination of groups for families, children and young people
- Actively mentor students / interns and other staff
- Complete other projects and duties as required

Administration

- Maintain data systems including timely collection, uploading and reporting of information
- Contribute to developing program-related literature and documentation
- Collect and analyse data to support strategic direction of the program
- Write high quality, accurate, timely and thorough documentation of client work
- Prepare additional reporting as required for stakeholders such as for DFFH

Quality and risk management

- At the direction of the Clinical Services Leader, participate in the development and implementation of continuous improvement and risk mitigation strategies

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us
- Ensure appropriate use of resources

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- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour
 - Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace
 - Identify opportunities to integrate and work collaboratively across teams
 - Take reasonable care for your own health and safety, and health and safety of others (to the extent required)
 - Promote a positive safety culture by contributing to health and safety consultation and communication
 - Promptly respond to and report health and safety hazards, incidents and near misses to line management
 - Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position
 - Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people
 - Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on my ongoing work with another organisation
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5. Person specification

Qualifications

- Essential: Bachelor degree in Psychology or Social Work (other relevant qualifications considered)
- Desirable: Full Registration as a Psychologist with AHPRA or Mental Health Accredited Social Worker or Counsellor accredited through ACA or PACFA

Experience

- Extensive experience in provision of assessments, therapy / counselling services to complex clients including children, adults, couples and families with complex needs
- Considerable experience in provision of secondary consultation to professionals, client families, and carers
- Experience in providing mentoring to staff and/or students
- Experience working in or with the Child Protection and Out-of-Home Care service system (desirable)
- Experience providing family and/or couple relationship counselling (desirable)
- Experience facilitating psycho-therapeutic groups (desirable)
- Experience providing parenting assessment, strategies, and education to carers and parents of vulnerable children with challenging behaviours
- Confident in the use of Microsoft Office and Outlook
- Demonstrated competence in:
 - providing psychological therapies and services to children, young people, parents and carers with diverse and/or complex needs
 - applying relevant theoretical approaches in planning and implementing therapeutic interventions, formulations and assessments
 - assessment of children, adults and families, including emotional, developmental, cognitive, and systemic considerations
 - assessing risk and responding appropriately
 - report writing and case file notes to a high standard

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values

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- **Child safety:** demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect
- **Knowledge:**
 - clear understanding of the issues facing families, children and young people who have experienced trauma and/or attachment difficulties
 - awareness and understanding of child abuse and neglect
 - demonstrated use of relevant theoretical approaches for working with children, adults, couples and families
 - demonstrated use of practices to engage and assure the cultural safety of clients from a diverse range of backgrounds, including those from an Aboriginal, Torres Strait Islander or Culturally and Linguistically Diverse (CALD) background, or the LGBTIQ+ community
- **Interpersonal focus:** Strong interest in people, respect for others, and the ability to suspend judgement
- **Cooperative:** Demonstrates team behaviours striving for co-operative and professional relationships
- **Conscientious:** Responsible, dependable, organised and persistent
- **Open to experience:** High level self-awareness, with the ability to recognize mistakes, as an opportunity for reflection, learning and development
- **Professionalism:** Professional, confident, focused and clear about purpose and able to set appropriate personal boundaries
- **Organisational skills:** Ability to multitask, prioritise work commitments and manage multiple priorities
- **Communication:** Open, honest, articulate and flexible approach to communication both written and verbal, and the ability to actively listen

Other requirements

- Legal eligibility to work in Australia
- Current Victorian Driver's Licence
- A satisfactory national police records check is a condition of this position and is repeated every three years and International police check if required
- Current working with Children Check (Victoria)
- Compliance and understanding/familiarity with organisational policies, procedures relevant legislation (Quality management system, Equal Opportunity, Health and Safety)

6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking. It is a condition of employment that all eligible workforce receive the COVID-19 vaccination and supporting evidence may be requested in order to perform duties at any of Uniting's workplaces.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.
