



POSITION DESCRIPTION

Counsellor

March 2023
499234

Position Summary

College / Division	Academic Division
School / Section	Student Wellbeing and Safety
Location	Hobart, Burnie, Launceston, Sydney
Classification	<u>HEO Level 7</u>
Reports to	Counselling Team Leader
Direct reports	No direct reports
Delegation level	

The Opportunity

The University of Tasmania is building a vision of a place-based University with a mission to enhance the intellectual, economic, social and cultural future of Tasmania, and from Tasmania, contribute to the world in areas of distinctive advantage. The University recognises that achieving this vision is dependent on the people we employ as well as creating a people-centred University that is values-based, relational, diverse, and development focused.

The University of Tasmania Counselling service promotes, supports and enhances mental health and wellbeing with the UTAS community.

Support is achieved through the provision of high-quality evidence-based therapeutic services that promote the wellbeing of all students. Counsellors at the University of Tasmania help current students in-person and via telehealth, to build, practice and maintain strategies that enhance mental health. The counselling team is located across Tasmania and is part a broader team in the Student Equity and Success where your contributions will help promote wellbeing more broadly.

We are an inclusive workplace committed to 'working from the strength that diversity brings' reflected in our Statement of Values. We are dedicated to attracting, retaining and developing our people and are committed to inclusive principles. We celebrate the range of diverse assets that gender identity, ethnicity, sexual orientation, disability, age and life course bring. Applications are encouraged from all sectors of the community. Tell us how we can make this job work for you.

About the University of Tasmania

In 1890, our university was founded with an important purpose: providing our island with the academic excellence to thrive. Today, we continue to make our home a better place. And working together, we do extraordinary things that have global outcomes.

From early on, our role has been to help people flourish and thrive. Isolation and a small population require us to work harder. The stories of our island are told by those needing to solve unique problems in unique ways. Here, success takes a quiet determination and adaptability. In turn, this makes us broader, more rounded, multi-skilled thinkers and creative problem solvers, and it sees our institution generative powerful ideas for and from Tasmania.

Because of our unique setting and challenges we go beyond creating places of learning. We strive to stimulate economic growth, lift literacy, improve health outcomes for Tasmania and nurture our environment as it nurtures us.

We welcome enquiring minds, from near and far, to join us in our pursuit of the extraordinary.

Counselling accountabilities and outcomes

Purpose

A University of Tasmania Counsellor will deliver face-to-face and telehealth counselling sessions and contribute to the broader wellbeing initiatives within the UTAS community.

Key Result Areas

Counsellors will be responsible for:

- Provide therapeutic, evidence-based counselling and support, screening and assessments to students.
- Liaise with and support academic and professional staff to ensure students are consistently and appropriately supported throughout their university experience. This includes supporting students on placement, through their degree pathway, residing in university accommodation, and as they look to transition from tertiary education.
- Refer to and work in consult with private and community supports such as mental health services, private practitioners and community organisations.
- Participate in ongoing professional clinical supervision.
- Participate in ongoing professional development.
- Support and promote mental health and wellbeing initiatives through the provision of student training, workshops, orientation activities and resources.
- Undertake other duties as assigned by the Manager of Counselling.
- **Behavioural Expectations**

We aim to everyone to have a positive experience at our university, and all staff contribute toward creating a university culture that is safe and supportive, enabling our community to flourish by:

- Treating all others – staff, students and community with fairness, equity and respect.
- Ensuring the workplace is an inspiring and safe place to be.
- Ensuring the workplace is free from harassment, bullying, victimisation and discrimination.

Success profile

Personal Attributes

It is anticipated that Counsellors exhibit the following personal attributes.

- Rapport Building: Interacting with other people, effectively establishing relationships and putting others at ease.
- Effective Communication: Articulating information, shaping opinion through influencing skills while challenging established views and assumptions.
- Support: Understanding others through listening and empathy, collaborating with a team, and actively involving others by valuing individuals' unique perspectives.
- Detail Oriented: Produces high quality work through attention to detail, checking for errors and following procedures to finish tasks within specified timescales.

Core Capabilities

- Self-Awareness and Interpersonal Skills: Recognises and regulates emotions and behaviour in the work context and effectively builds relationships with others to create a collaborative and empowering environment that enables people to achieve and thrive.
- Growth Mindset: Adopts a growth mindset and consistently seeks feedback, makes others comfortable with taking risks and experimenting to improve over time.
- Student Focus: Able to bring the student experience lens to all work activities, contributing to outcomes that evoke student curiosity, interest and passion for disciplinary knowledge and skills.
- Continuous Improvement: Continuously finds ways to improve and simplify processes, systems and practices to deliver improved outcomes for our students, staff and community by utilising practices such as Lean, Agile and Design Thinking.

Role Specific Skills, Knowledge and Experience

- Post qualification counselling experience working in mental health or related fields.
- Demonstrated knowledge in evidence based therapeutic interventions.
- Ability to maintain up to date appropriate student case notes.
- Understanding of relevant legal, ethical mandatory reporting obligations.
- Ability to maintain documentation to a professional, ethical and legal standards.

Qualifications and Licences

- Tertiary qualifications in Psychology, Social Work or Counselling and eligibility for membership with the Australian Psychology Society, the Australian Association of Social Workers or the Psychotherapy and Counselling Federation of Australia.
- Current Tasmanian Registration to Work with Vulnerable People (Registration Status - Employment).

Other Requirements

To be eligible for this position, you are required to hold Australian or New Zealand Citizenship, permanent residence or a valid visa that enables you to fulfil the requirements of this role.



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CRICOS Provider Code 00586B/OOM0610043

The intention of this Position Description is to highlight the most important aspects, rather than to limit the scope or accountabilities of this role. Duties may be altered in accordance with the changing requirements of the position