

LGBTIQA+ FAMILY THERAPIST POSITION DESCRIPTION INTEGRATED FAMILY SERVICES GIPPSLAND 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	LGBTIQA+ Family Therapist
Program	Integrated Family Services
Classification	SCHADS Award Level 5 (Social Worker Class 2) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Part Time
Hours per week	22.8
Duration	Ongoing
Location	Morwell - travel across the Inner Gippsland area may be required.
Reporting Relationship	This position reports directly to the Team Leader of Family Services
Effective date	June 2021

Overview of Program

Integrated Family Services receive referrals from The Orange Door and provide support to families who have dependent children aged from 0 -18 years of age.

Integrated Family Services aims to provide a range of short, medium and high intensity services, capable of delivering flexible supports that respond to families need.

The approach to working with families is, solution focused, strength-based support with a focus on

- Flexible, goal orientated and outcome focused.
- Assertive engagement
- Conducting ongoing family assessments;
- Provide outreach, child focused family inclusive support in the family home;
- Assist families to clarify and develop goals to address the issues that are of concern and provide opportunity for the family to regularly review progress, with a focus on the child's safety, stability and development;
- To ensure that the child's voice is heard and informs key goals and plans; and
- Provide case management as required.

The LGBTIQ+ Family Therapist will provide direct service work to LGBTIQ+ Victorians and their families. The role will also hold a clinical capacity building responsibility to assist with embedding family sensitive practices into the work of the family services team and provide secondary consultations to the staff within the family services team.

Position Objectives

1.	To deliver high quality, evidence based, therapeutic counselling and family therapy to members of the LGBTIQ+ families that promotes health and wellbeing and responds to the needs of the LGBTIQ+ individuals and their families.
2.	To work alongside a suite of Anglicare services to provide high quality consultancy, advice and education to staff to improve LGBTIQ+ service provision.
3.	Work collaboratively with internal and external key stakeholders, health and social services and other relevant providers to achieve the best outcomes for all LGBTIQ+ individuals and their families.

Key Responsibilities

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

1.	Participate in comprehensive assessments that identify the health, wellbeing and safety needs of LGBTIQ+ individuals and families and that identify both the risk and protective factors.
2.	Develop individual case plans in collaboration with the client or clients and make appropriate referrals to both internal and external support services to meet needs identified through the assessment and case planning processes.
3.	Support the training and development of key staff in understanding family sensitive practice.
4.	Deliver high quality evidence based therapeutic counselling and family therapy including but not limited to brief interventions, single session therapy, trauma-informed practice, strength-based therapy, narrative therapy, systems therapy, crisis intervention, rights/advocacy approaches and use of social model of health.
5.	Ensure the child and/or young person is at the centre of the support provided to the family and informs goal setting, planning, review and evaluation.
6.	Develop and facilitate therapeutic group work programs for families within the LGBTIQ+ communities.
7.	Make an active commitment to the development and maintenance of a learning environment and cohesive multi-disciplinary team; through staff meetings, team meetings, staff development, supervision and reflective practice.
8.	Fulfil the program obligation regarding targets, case recording, statistics and other data collection and report writing.


9.	Participate in a state-wide advisory group to ensure the program reflects the diversity and needs of the LGBTIQ+ community. Take responsibility for key program portfolios, where required, to support the management and governance of the program.
10.	Represent Anglicare Victoria at relevant stakeholder forums and partnership meetings; and contributing to partnerships with important stakeholders in government, community, and community services.

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. The seven criteria are to be addressed individually (no more than 2 pages in total).

 <p>Role Specific</p>	1. Relevant tertiary degree in health or welfare, such as social work, psychology, counselling or psychotherapy. Accredited qualification in family therapy.
	2. Substantial experience working within the child protection, placement and support services and/or family service systems. Demonstrated understanding of the relevant legislative and policy frameworks.
	3. Experience in the application of relevant theoretical approaches that underpin casework practice (including theories of child attachment, development and abuse) to vulnerable children, young people and families
	4. An interest and willingness to advance the wellbeing of people from LGBTIQ+ communities in a non-judgemental and

	respectful manner, ensuring families and individuals feel listened to, acknowledged and supported.
	5. Demonstrated skills and knowledge in providing leadership and mentoring to staff supporting complex and high risk families.
	6. Advanced skills in clinical assessment, including risk, case formulation and care planning.
	7. Strong focus on developing a positive, high performing and engaged team environment.

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 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.

<p>Personal Qualities </p> <p>Displays Resilience</p> <p>Thrives in a changing environment. Handles ambiguity.</p> <p>Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.</p> <p>Has a learning mindset</p> <p>Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.</p> <p>Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.</p> <p>Shows cultural awareness</p> <p>Respects difference in all its forms.</p> <p>Values diversity as a strength and positively utilises diversity.</p>	<p>Relationships and Outcomes </p> <p>Puts clients first</p> <p>Acts to make a real difference in their work.</p> <p>Is passionate about providing exceptional service to clients, customers and end-users.</p> <p>Works collaboratively</p> <p>Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.</p> <p>Demonstrates technical and professional acumen</p> <p>Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.</p>	<p>Leading People </p> <p>Manages, coaches and develops people</p> <p>Engages, motivates employees and volunteers to develop their capability and potential.</p> <p>Inspires direction and purpose</p> <p>Creates a positive and engaged team environment.</p> <p>Communicates goals, priorities and vision and recognise achievements.</p> <p>Leads change</p> <p>Leads, supports, promotes and champions change, and assist others to engage with change.</p>
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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.
- All offers of employment are subject to a satisfactory Criminal History Check, and an Employment Working with Children Check prior to commencement. Holding and maintaining a current Victorian drivers licence is a mandatory requirement of this role.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name: _____

Signature: _____

Date: _____