

# THERAPIST POSITION DESCRIPTION INTEGRATED FAMILY SERVICES ST LUKE'S 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

<b>Position</b>	Therapist
<b>Program</b>	Integrated Family Services
<b>Classification</b>	SCHADS Award Level 6 (Social Worker Class 3)
<b>Hours</b>	Part Time
<b>Hours per week</b>	22.8
<b>Duration</b>	Fixed Term
<b>Location</b>	Bendigo/Maryborough- travel across the Loddon area may be required.
<b>Reporting Relationship</b>	This position reports directly to the Team Leader of Maryborough Family Services
<b>Effective date</b>	September 2020

## Overview of program

Integrated Family Services receive referrals from ChildFIRST and provide support to families who have dependent children 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 the 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 focus 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 Therapist will work in collaboration with the Family Services teams to provide to support a holistic response for children, young people and their families:

- To provide short term, individual therapeutic support to children, young people and their families using a range of therapeutic models and frameworks.
- high quality consultancy to Family Workers and stakeholders.
- Involvement in care team approaches to support the overall goals for the family.
- education and capacity building for Family Workers to support a trauma informed, therapeutic response.
- To provide recommendations that support outcomes for children and young people.

## Position Objectives

1.	Provide quality service delivery with the intention of reducing the likelihood or re-occurrence of child abuse and/or neglect occurring to a child or young person.
2.	To provide individual therapeutic support to children, young people and their families using a range of therapeutic models and frameworks; and work alongside the Integrated Family Services teams providing high quality consultancy, advice and education to staff.
3.	Promoting and engaging in relationship with Aboriginal organisations and Aboriginal families that promote culture as a safety for children, young people and their families.
4.	Work collaboratively with internal and external key stakeholders, including DHHS Child Protection and Aboriginal Organisations to achieve the best outcomes for families, children and young people.

## Key responsibilities

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

1.	To participate in comprehensive family assessments that identify the health, wellbeing and safety needs of the children involved, and that identify both the capacity and constraints of the families to make necessary changes.
2.	To support the training and development of key staff in understanding and using a therapeutic model when engaging families
3.	To identify and work with families using a person centered approach. This may include work with the whole family, parent-child dyad, couple or individuals.
4.	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.
5.	To develop and facilitate therapeutic group work programs for children, parents and/or caregivers, where deemed appropriate.
6.	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.


7.	Fulfil the program obligation regarding targets, case recording, statistics and other data collection and report writing.
8.	Take responsibility for key program portfolios, where required, to support the management and governance of the program.
9.	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 five criteria are to be addressed individually (no more than 2 pages in total).

	1. A Tertiary qualification relevant to working from a Therapeutic perspective, such as, Counselling, Family Therapy and/or Creative Therapies is essential
	2. Demonstrated understanding of the child protection, placement and support services and family service system, including legislative and policy framework
	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. Skills and knowledge in delivering best practice services within required timeframes and performance and compliance requirements.

	5. Skills and knowledge in providing leadership and mentoring to staff supporting complex and high risk families.
	6. Well-developed verbal and written communication.
	7. Ability to support the development of a positive 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.



## 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.
- The position has been classified under the SCHADS terms and conditions, if you are a current EBA employee you will be engaged in line with the St Luke's Collective Agreement 2008.
- 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.

## 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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