

Position Description

Title	Integrated Family Services Worker - Counsellor
Business Unit	Child, Youth and Family
Location	185 Baillie Street, Horsham, VIC, 3400
Employment type	Part-time (45.6 hrs. per fortnight), Maximum term until 28 Feb 2022
Reports to	Program Leader Family Services

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've 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're 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're 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 Integrated Family Services Worker- Family Counsellor provides a therapeutic counselling service as part of the service response to families who are receiving family services in the Wimmera Region. Operating under the general direction of the Family Services Program Leader to provide support to vulnerable children, young people and their families through counselling, therapeutic group work and case management.

The families who receive a service from the Integrated Family Services Program present with a range of complex issues including drug and alcohol, family violence, mental health, homelessness, and cycles of disadvantage and poverty resulting in chronic neglect and cumulative harm.

2. Scope

Budget:

nil

Position Description

Integrated Family Services Worker - Counsellor

People:

- nil
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3. Relationships

Internal

- Members of the Support for Families & Community team.
- Members of the Client Engagement & Child FIRST team.
- Manager of Support for Families and Community;
- Program Leaders within the Support for Families & Community team.

External

- Community Members,
 - Department of Health and Human Services,
 - Victoria Police,
 - Local Counselling and Health Services
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4. Key responsibility areas

Service delivery

- Provide accessible and quality therapeutic services for children, young people, their carer's and families, who have general to complex therapeutic needs and are receiving family services;
- Provide group programs for children, parents, and carers in line with the service delivery requirements
- Provide therapeutic support to clients of the Integrated Family Services Program, using judgement, skills and knowledge, to develop services where procedures are not clearly defined.
- Develop holistic and comprehensive assessments of the needs of children, young people and their families within the Best Interests Case Practice Framework
- Provision of therapy to children, adolescents, families and carers whilst identifying and managing risk issues for children and staff
- Facilitation and participation in a reflective learning environment within the program and organisation
- Develop and maintain skills and ethical practice to a high level according to best contemporary practice
- Manage the development and co-ordination of groups for families, children & young people
- Active mentoring to students / interns and other staff.
- Monitor and assess risk to children and young people and liaise with Program Leader and Child Protection as required
- Work within the therapeutic practices and procedure that promote positive respect for the child, and provide support and services, which meets the needs of the child/ren.
- Provide personal support that respects the dignity and privacy of the child, young person or adult/family and be the key worker/central contact to assist the clients in all areas they require support.
- Promote strategies that maximise safety for children and young people within their families and maintain effective working relationships that are consistent with child centered family focused practice.
- Provide case management and case work service to clients of the Integrated Family Services Program, using judgement, skills and knowledge, to develop services where procedures are not clearly defined.

Position Description

Integrated Family Services Worker - Counsellor

- Monitor and assess risk to children and young people and liaise with Program Leader and Child Protection as required
- Plan, implement and review a range of long term, sustained involvement with vulnerable families through low intensity involvement to briefer, higher intensity crisis-management work.
- Develop, implement and review a range clear and comprehensive intervention plans that incorporate goals and tasks for the family and other professionals involved in the family.
- Provide practical single hands on advice and assistance to families and care providers who require support in developing and enhancing parenting and household management skills.
- Assist families and care providers to consolidate new skills over an agreed period of time.
- Use a range of techniques such as reflection, constructive confrontation and problem solving with the aim of improving interpersonal relationships, health and the social functioning of families.
- Participate in relevant service networks and work in partnership with other agencies and funding bodies to continually improve and develop quality services.
- Actively participate in collaborative community education strategies to enhance community understanding of family services.
- Collaborate and liaise with Family Services team members to ensure best outcomes for clients.

Administration and Finance

- Maintain privacy and confidentiality as per organisational policy
- Maintain data systems including timely collection, uploading and reporting
- Plan, prioritise and organise the case load of families allocated to this role.
- Assist Child FIRST and partner agencies with Intake and Assessment services when required

Quality and risk

- Carry out all responsibilities assigned to staff in relation to the Agency's Quality; Risk Management; Compliance; and OH&S frameworks; policies; and procedures, which includes but is not confined by the following:
- Assist with and support internal and external audit processes.
- Identify, manage and report risks, hazards, incidents or other concerns affecting day to day activities within the Agency, Program or Service area and continually improve work practices.
- Attend core and other safety related training including induction.

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.
- 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.

Position Description Integrated Family Services Worker - Counsellor

5. Person specification

Qualifications

- Full Registration as a Psychologist with AHPRA, Social Worker eligible for AASW membership or Counsellor with ACA. Other relevant qualifications will be considered.
- Provisional Psychologist registration, Family Therapy registration, or other related registrations

Experience

- Experience providing assessments, therapy / counselling services to children, adults, couples and families with complex needs. This would mean that you have completed counselling with complex clients.
- Experience providing family counselling – Desirable
- Experience facilitating psycho-therapeutic groups – Desirable

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
 - Technical Knowledge:
 - Demonstrated knowledge of relevant theoretical approaches for working with children, adults, couples and families.
 - A clear understanding of the issues facing families, children and young people who have experienced trauma and/or attachment difficulties
 - Some experience providing parenting assessment, strategies, and education to carers and parents of vulnerable children with challenging behaviours
 - Shows awareness and understanding of child abuse and neglect
 - Demonstrates a knowledge 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 LGBTI community.
 - Technical Skills
 - Demonstrated competence in providing psychological therapies and services to children, young people, parents and carers with diverse and/or complex needs.
 - Demonstrated competence in applying relevant theoretical approaches in planning and implementing therapeutic interventions, formulations and assessments.
 - Demonstrated competence in assessment of children, adults and families, including emotional, developmental, cognitive, and systemic considerations.
 - Demonstrated competence in assessing risk and responding appropriately
 - Organizational Skills: Strong ability to multitask and prioritize work commitments.
 - Able to manage multiple priorities and Verbal ability: Open, honest, articulate and flexible approach to communication – written and verbal. The ability to actively listen.
 - Demonstrated competence in report writing and case file notes to a high standard.
 - Strong administrative skills – confident user of Microsoft office and outlook.
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Position Description

Integrated Family Services Worker - Counsellor

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.

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

7. Acknowledgement

I have read, understood, and accepted the above Position Description

	Employee	Manager
Name:	<input type="text"/>	<input type="text"/>
Signature:	<input type="text"/>	<input type="text"/>
Date:	<input type="text"/>	<input type="text"/>