

# Position Description



<b>Title:</b>	Clinician (Psychologist, Social Worker, Counsellor)
<b>Business unit:</b>	Clinical Care and Support Program, Practice Leadership Unit
<b>Location:</b>	51 Princes Highway, Dandenong, and other locations as required
<b>Employment type:</b>	Part time (45.6 hours per fortnight)   Ongoing
<b>Reports to:</b>	Clinical Services Leader

## About Uniting

Uniting works 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.

Uniting is the community services organisation of the Uniting Church. We have been supporting people and families for over 100 years. We are 7000 skilled, passionate and creative people providing over 770 programs and services.

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 celebrate our diversity and welcome all people regardless of ethnicity, faith, age, disability, culture, language, gender identity or sexual orientation. We acknowledge Aboriginal and Torres Strait Islanders as Australia's First Peoples and as the traditional owners and custodians of the land on which we work. We welcome lesbian, gay, trans, gender diverse and intersex (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

## Position purpose

The Clinical Care and Support program provides specialist outreach psychological services to carers, children and young people who are unable to live with their birth parents, to increase the capacity of carers and the support network to better understand and respond to the child/young person's situation and needs.

The purpose of the Clinician position is to:

- Promote and facilitate safe, stable and nurturing environments for vulnerable children and families in our communities;
- Make a positive contribution to children's adjustment and development by designing and implementing tailored therapeutic interventions for vulnerable children and their families; and
- Provide professionals and community stakeholders with professional development opportunities that promote the most effective approaches and contemporary knowledge in working with vulnerable children and families.

## Scope

**Budget:** *nil*

**People:** *nil*

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### Relationships

#### Internal:

- Clinical Services Leader
- Clients of the Clinical Care and Support Program

#### External:

- DHHS Professionals and other workers from schools, community and health organisations involved with clients
- Child Protection staff and other government departments

### Key responsibility areas

#### Service delivery

- To support and educate carers to increase their understanding of the child/young persons' experience of trauma, with the aim being to increase the child/young person's social, emotional, behavioural and developmental functioning.
- To provide carers individualised education regarding the child and their presentation/behaviour.
- To observe the child/young person and their interactions with their carer/s in their home environment.
- Contribute to case plan and professional meetings as negotiated.
- Liaise with relevant professionals, and provide education and support to the child's network if required.

#### Duties and responsibilities

- Provision of specialist consultation to case managers, carers, client families and other professionals
- 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 delivery of specific portfolio projects
- Manage the development and co-ordination of groups for families, children & young people
- Maintain privacy and confidentiality as per organisational policy
- Maintain data systems including timely collection, uploading and reporting
- Active mentoring to students / interns and other staff
- Maintain professional conduct and ethical practice in accordance with the Code of Ethics of relevant professional society and Uniting policies
- Other projects and duties, as required

#### Administration

- 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
- Additional reporting as required for stakeholders such as for Department of Health and Human Services

#### Southern region

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

#### Quality and risk

- 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.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.

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- 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.

### Person specification

#### Qualifications and requirements

- Full Registration as a Psychologist with AHPRA or Social Worker eligible for AASW membership. Other relevant qualifications will be considered.
- Family Therapy registration, or other related registrations
- Mental Health Accredited Social Worker – Desirable
- Current driver's licence valid in Victoria

#### Experience

- Substantial 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.
- Substantial experience providing secondary consultation to professionals, client families, and carers
- Experience in providing clinical supervision and mentoring to staff and/or students.
- Experience providing family and/or couple relationship 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
  - Organisational 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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- Personal Attributes:

- Interpersonal focus: Strong interest in people and respect for others. 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.

## 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 Working With Children Check (in Victoria) and/or Working With Vulnerable People Check (in Tasmania) **prior** to commencement of any paid or unpaid work and/or participation in any service or undertaking.

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

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