



Health and wellbeing for
all through:

- Respect
- Integrity
- Compassion
- Equity

POSITION DESCRIPTION

TITLE	Therapeutic Clinician		
PROGRAM/TEAM	Safe, Thriving & Connected Program		
EFT	1.0 EFT (negotiable)		
PERIOD / TYPE OF EMPLOYMENT	Ongoing		
CLASSIFICATION	Level 5 (pay point dependent upon qualifications and experience)		
AWARD/EBA	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2017.		
REPORTS TO	Team Leader, Family Services		
SUPERVISES	None		
EFFECTIVE DATE	13/02/2020	REVIEW DATE	13/01/2021

Cobaw Community Health Services Ltd (Cobaw) provides a diverse range of health, wellbeing and community services across the Macedon Ranges Shire and is extending service delivery reach with new opportunities. As a not for profit Company Limited by Guarantee Cobaw's strategic direction is led by a Board of Directors, whose membership is drawn from the local community.

To achieve our vision of a healthy resilient community, we are committed to the principles of collaborative partnerships, health promotion, community engagement, social justice and advocacy. In seeking opportunities to contribute to the lives of people in our community, we focus on achieving sustainability and expansion of services. To achieve this we always seek to add to the capabilities of our skilled and professional staff. All employees play an active role in service planning and development, quality improvement and health promotion.

In seeking skilled professionals to join Cobaw, we look for people that hold in high regard the values that are reflected in our work. Cobaw values diversity and will be responsive to the health needs of all people including, but not limited to, Aboriginal and Torres Strait Islander people; people with a disability; lesbian, gay, bisexual, transsexual and intersex people; people experiencing health inequalities; and culturally and linguistically diverse people.

THE POSITION

As Therapeutic Clinician you will deliver a range of trauma informed, evidence based and flexible individual and group interventions for children, young people and adults who have experienced family violence.

The primary objectives of the role are to:

- Provide high quality trauma and violence therapeutic services to infants, children, young people and their families and adults;
- Conduct assessments including specialised risk and safety assessments and therapeutic readiness, and develop therapeutic treatment plans for clients as required, working with care teams to achieve the goals within the specified time frame;
- Provide therapeutic recovery group programs for women, children and young people, individual counselling using evidence-based modalities such as narrative, EMDR, art/play therapy and other modalities consistent with DHS Practice guidelines: women and children's family violence counselling and support programs;
- Utilise flexible brokerage packages to support recovery;
- Undertaking exit planning for increased social connection and support;
- To work co-operatively with internal and external stakeholders and service providers concerning the child development, mental health and well-being needs of infants, children and adult victim/survivors of family violence;
- Participate in a community of practice and clinical supervision
- To support the evaluation of the model; and
- Ensure all program requirements are met including data collection, record keeping and adherence to agreed practice standards and requirements.

The scope of practice is:

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| 1. Target Population: | Children, young people and adults who have experienced family violence |
| 2. Service Delivery Model: | Strength-based, child-centered and family focused, combining both, one on one and group work interventions |
| 3. Service Location: | Kyneton with outreach across the Macedon Ranges catchment. |

THE PERSON

The personal attributes needed to fit this role are:

- The passion to realise a future where all women and their children experience gender and social equality, living to their full potential
- The expectation that one should never commit, excuse or remain silent about violence against women
- The commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety
- The ability to flexibly manage competing priorities and stressful situations, monitoring one's own stress levels and practicing and promoting self-care strategies
- Embody the organisation's values of compassion, respect, integrity, and equity.

ROLE CONTEXT

Safe, Thriving & Connected is an innovative and integrated safety and recovery approach that will deliver specialist therapeutic interventions to victim survivors experiencing and/or recovering from family violence.

Safe, Thriving & Connected has been developed and will be delivered by the Loddon Gender Equality and Violence Prevention Consortium (the Consortium), who have a long history in working in partnership and are experienced service providers in the delivery of integrated and coordinated specialist family violence services and system responses across the Loddon area. The consortium members are:

- Centre for Non Violence (lead agency)
- Annie North Women's Refuge and Domestic Violence Service
- Women's Health Loddon Mallee
- Centre Against Sexual Assault Central Victoria
- Cobaw Community Health Services Ltd

By partnering and sharing our specialist expertise and approaches, we will:

- Increase regional access to a range of therapeutic modalities, services and supports to all victim survivors of family violence
- Work with clients across the continuum of intervention to identify and respond to their therapeutic needs and enabling them to recover and thrive
- Work with all victim survivors of family violence including clients from diverse groups
- Build on the significant capacity and expertise and provide opportunities for joined up service and system responses that deliver strong therapeutic outcomes for victim survivors of family violence whilst ensuring their safety and keeping perpetrators in view.

Safe, Thriving & Connected will provide a range of trauma informed and evidenced-based therapeutic programs and services to support recovery and healing. Interventions and services will be accessible across the Loddon area and embedded within the broader service system responses. We will build on existing entry points and referral pathways by providing a framework for assessing risk and safety, therapeutic readiness, case management and transition to community supports that sustain healing and recovery.

KEY SELECTION CRITERIA

Applications must include written responses to the following:

1. A demonstrated understanding of feminist practice and its application in responding to the gendered nature of violence against women and its impact on children and young people
2. Demonstrated ability to provide direct service in the clinical assessment of and therapeutic service response to infants, children, young people and families, and to comply with service delivery requirements
3. An understanding of the complexity of the service system and the issues involved in providing services to statutory and non-statutory clients, with the ability to work in a complicated environment
4. Ability to provide secondary consultation and advice to non-clinical staff, including parents, health, education and statutory services
5. Demonstrated ability to collect and collate data and provide written reports and complete administration tasks related to the delivery of the program

6. Demonstrated understanding of and respect for the needs of people with a disability, those from a culturally and linguistically diverse background and Aboriginal and Torres Strait Islander peoples, particularly in relation to cultural safety and awareness
7. Excellent written and oral communication skills.

Qualifications required: Bachelor degree level or higher qualification in a Health or Social Sciences related field such as Psychology, Social Work, Family Therapy, Counselling or related discipline.

OTHER REQUIREMENTS

Quality

- Assist in the development and implementation of the organisation's quality improvement strategies
- In consultation with the Leadership Team develop and implement standards and ensure programs are monitored and evaluated in terms of relevance, timelines, cost effectiveness and client satisfaction
- Initiate and participate in the development and review of Cobaw policies and procedures.

Occupational Health & Safety and Risk Management

- Follow safe work practices, procedures, instructions and rules
- Perform all duties in a manner which ensures personal health and safety and that of others in the workplace
- Report all hazards or incidents that cause or may cause harm
- Apply a risk management approach to all tasks undertaken
- Attend Occupational Health & Safety (OH&S) Committee meetings as required.

General

- It is the responsibility of all staff to work within Cobaw's Code of Ethical Conduct and represent Cobaw as a professional and client-focused organisation and to promote its range of services
- Comply with Cobaw's Instrument of Delegation
- Comply with and contribute to Cobaw's Policy and Procedure Manual
- Carry out all other duties as directed consistent with Cobaw's Strategic Direction
- Maintain professional registration required to practice within the scope of practice outlined in the position description, provide evidence of current registration annually and notify Cobaw of any changes to registration when they occur
- Provide courteous advice and assistance to clients and visitors of Cobaw
- Maintain effective working relationships with staff and regularly participate in team and organisational activities
- Ensure records and accountability information is prepared, kept up to date, and forwarded in a timely manner
- Understand the budget constraints and where possible suggest strategies for improvement
- Be conversant with computer systems and other technology relevant to the position.

ADDITIONAL INFORMATION

- The successful applicant will be required to undertake a National Criminal History Check (NCHC) and hold a current valid Working With Children Check (WWCC). Appointment is subject to the outcomes of these checks

- All employees are required to sign and comply with Cobaw's Code of Ethical Conduct, Respectful Workplace Behaviour policy and Statement of Cultural Safety
- Cobaw is an Equal Opportunity Employer
- All employees are required to carry out their duties in a manner that does not adversely affect their own health and safety and that of others by reporting all incidents and injuries as well as co-operating with any measures introduced into the workplace to improve OH&S
- Cobaw is an organisation that values diversity. All employees are required to have an awareness of inclusive practice principles as they relate to the following vulnerable community groups: lesbian, gay, bisexual, transgender and intersex, Aboriginal and Torres Strait Islander, people with a disability, culturally and linguistically diverse and people experiencing poverty
- Cobaw is committed to promoting and protecting the interests and safety of children. Cobaw has zero tolerance of child abuse. All staff working at Cobaw are responsible for the care and protection of children and reporting information about child abuse
- Prior to being appointed to this position it is required that there is a full disclosure of any pre-existing injuries or diseases that might be affected by employment in this position
- Salary sacrifice arrangements are available to all permanent staff subject to Cobaw's ongoing Fringe Benefits Tax exempt status
- The position is located in Kyneton, however the company reserves the right to vary the location of the position according to its needs and the needs of its clients and any future changes to Cobaw's area of operation.
- This position description operates in conjunction with and forms part of the relevant individual performance development review plan. An initial review will take place three months following commencement of employment and then on an annual basis
- The position requires a current Victorian Driver's licence
- This position is offered subject to ongoing funding.

APPLICATION PROCESS

To be considered for shortlisting and an interview, applications must include the following:

- Covering letter, to be considered for multiple roles please indicate your preferences in your cover letter;
- Each Key Selection Criteria must be addressed, and it is essential that the information you provide is clear, concise and most importantly relevant, so that the selection panel can readily assess your application. You will need to demonstrate that you have the necessary knowledge, experience and qualifications to successfully carry out the duties of the position;
- Current Resume; and
- The names and contact details of three professional referees, ideally one should be from your supervisor and your most recent employer.

Applications for these vacancies will be processed as received and first round will be held late February.

To be considered for next round interviews applications to be received by Monday 9th March.

For more information about these roles call Karen, People and Culture Manager CNV on 54303000

Email to: vacancies@cnv.org.au

ACKNOWLEDGEMENT			
CEO Signature			
Name	Margaret McDonald	Date	
Employee Signature			
Name		Date	