



Safe, thriving
& connected



Safe, Thriving & Connected Therapeutic Program

Position Summary

Title:	Safe, Thriving & Connected Program – Therapeutic Clinician
FTE:	0.8 FTE - 1 EFT (as negotiated)
Tenure:	Ongoing
Location:	Bendigo (will also include travel and outreach service within Loddon Campaspe region)
Date:	February 2019
Conditions:	Generous salary packaging is available with Fringe Benefits Taxation of up to \$15,900 each year, other expenses may be packaged over this cap.
Hours of Work:	Normal hours are 9.00am – 5.00pm Monday to Friday (spread of hours is 7.00am – 7.00pm) as per outlined in the Collective Workplace Agreement. After hours work may be required

Organisational Overview

Centre Against Sexual Assault Central Victoria (CASACV) is an incorporated not for profit community organisation that is governed by a Board. We employ 25 staff with qualifications ranging in psychology, social work, family therapy and psychotherapy. Our primary site is located in Bendigo and we provide outreach services in Kyabram, Kyneton, Maryborough, Echuca and Tarrengower Prison.

Our services include free and confidential, specialist counselling to adults, young people and children who have experienced sexual assault and/or family violence either recently or in the past and to their non-offending parents, partners, family and friends. We also offer a 24-hour crisis care response to victims of recent sexual assault, including crisis counselling, support and advocacy, medical care and justice services. CASACV provides a family focused, prevention and early intervention therapeutic service to children and young people under the age of 17 who have engaged in problematic or abusive sexualised behaviours (SABTS). We also provide specialised advocacy, secondary consultation, community education and professional training across the sector and within the community.

CASACV is a partner in the Bendigo Multi-Disciplinary Centre (MDC). In the MDC we are co-located with Victoria Police, Sexual Offences and Child Abuse Investigation Team (SOCIT), staff from Department of Health and Human Services, Child Protection and Bendigo Community Health. In this specialised model, partner organisations support adult and child victims from first disclosure of sexual assault to criminal prosecution. MDCs seek to provide a best practice approach in response victims of sexual assault and child abuse safety, family violence, support and access to justice within an integrated environment.

We are committed to the development of a positive and supportive work environment and strive to provide a family friendly workplace with flexible working arrangements and staff benefits. We provide clinical supervision, encourage continuous learning and focus on excellence in client outcomes, organisational objectives and community impact. We uphold a feminist philosophy and our aim is to provide an empowering, respectful and culturally sensitive service committed to best practice.

CASACV Values

All our work is underpinned by the following values:

- **Social Justice** - equity, inclusion and human rights across are embedded within our organisation.
- **Integrity, Safety, Respect and Empowerment** - are integrated in every aspect of service delivery and governance.

- **Quality and Accountability** – our work is evidence based, measured and accountable to our clients and the community.
- **Feminist** – we work within a feminist framework to challenge and reform structural gender inequities.

The Loddon Gender Equality and Violence Prevention Consortium

Safe, Thriving & Connected was 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;
- Centre Against Sexual Assault Central Victoria;
- Cobaw Community Health; and
- Women’s Health Loddon Mallee.

The Consortium vision is a future where all women and their children experience gender and social equality, living to their full potential.

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

1. Increase regional access to a range of therapeutic modalities, services and supports to all victim survivors of family violence;
2. Work with clients across the continuum of intervention to identify and respond to their therapeutic needs and enabling them to recover and thrive;
3. Work with all victim survivors of family violence including clients from diverse groups; and
4. 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.

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.

Primary Objectives of the Role

Therapeutic Clinicians 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 women, women and their and their children, young people and their families and adult victim/survivors;
- 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;
- Depending on agency programs, services and priorities: 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 DHHS 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
- Ensuring all program requirements are met including data collection, record keeping and adherence to agreed practice standards and requirements.

Expectations

- Conduct oneself in accordance with the CASACV's Code of Ethics
- Contribute to achievement of the CASACV strategic plan
- Support the Consortium's Strategic Plan to stop violence against women
- Never commit, excuse or remain silent about violence against women
- Understanding of and commitment to inclusion and cultural safety
- Have a demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety
- Ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies

Key Selection Criteria

1. **Mandatory:** An appropriate 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.
2. **Mandatory:** 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.
3. **Mandatory:** Staff must hold a valid Working with Children Check, and undergo a Criminal Records Check prior to employment.
4. 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.
5. 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.
6. Ability to provide secondary consultation and advice to non-clinical staff, including parents, health, education and statutory services.
7. 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.
8. Demonstrated ability to collect and collate data and provide written reports and complete administration tasks related to the delivery of the program.
9. Excellent written and oral communication skills.

Application Process

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

- Covering 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, one should be from your current supervisor/manager and your most recent employer.

Safety Screening

- All competitive applicants are subject to a satisfactory National Police History Check as part of the recruitment assessment process.
- Applicants who have lived overseas for 12 months or longer during the past 10 years are required to provide the results of an international police check.

Mandatory Criteria

- A current Employee Working with Children Check (WWCC) card is required and will need to be provided prior to commencement of employment by the applicant. Currency will need to be maintained for the period of employment.
- Satisfactory Working with Children Check is required prior to commencement of employment
- Satisfactory National Police history check prior to commencement of employment

APPLICATIONS

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