drummond street services

Senior Child and Family and Recovery Practitioner Position Description

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| **Position Title:** | Senior Practitioner Redress Services | **Position Grade:** | SCHADS Level 6 |
| **Department/Division:** | Redress Support Services | **Position No.** |  |
| **Reporting to:** | Redress Support Team Leader |
| **Position summary/purpose:** | To provide high quality leadership and provision of recovery-oriented, trauma informed counselling and support to survivors of institutional child sexual abuse their families and loved ones who are making an application to the National Redress Scheme or have accepted an offer of counselling with Restore – Victorian Redress Counselling Service. |
| **Key Responsibilities** |
| **Leadership*** Facilitate a culture of high performance by providing inspired, supportive supervision, coaching and mentoring of practitioners
* Collaborate with the Team Leader to uphold drummond street services (ds) commitment to Child Safe Standards and ensure our workplace and programs are culturally safe and affirmative for employees, children and families
* Implement operational planning that assists the individual, team and organisation to achieve program outcomes, targets and KPIs as per contractual agreements with funders and those determined by ds
* Contribute to upholding ds’ duty of care to children and young people by supporting the Team Leader to ensure all programs and support work applies and records our risk management strategies
* Promote individuals and teams’ adherence to ds’ vision, mission and values and requisite organisational procedures and standards

**Specific interventions within the Redress Support Service and Restore - Victorian Redress Counselling Service*** Support survivors to make an application to the National Redress Scheme
* Provide practical and counselling support to survivors and their families with managing the impact of making an application.
* Where required, to support survivors with participating in a Direct Personal Response.
* Provide group programs for survivors of institutionalised child sexual abuse
* Provide trauma informed counselling for survivors who accept an offer of counselling under the National Redress Scheme
* Delivery of a range of recovery interventions to adults and families who have experienced complex child sexual abuse in an institution
* Support the design, delivery and implementation of evidence based and intentional programs
* Provide community engagement and development approaches to build supportive pathways for vulnerable communities and families
* Develop and implement individual case plans based on sensitive assessment, in collaboration with the client, consistent with ds’ whole-of-family approach.
* Assertive engagement of client cohorts that have specific needs, including those considered socially marginalised to lessen the impact of social exclusion, including aboriginal families, emerging culturally diverse communities and greater risk cohorts including LGBTIQ.
* Sound knowledge of service systems including housing, mental health, drug and alcohol, justice and corrections
* Complete all client records and other required documentation
* Ensure adherence to professional practice standards and ds’ policies and procedures including those relating to Practice.

**Supportive family and child focused interventions*** Where required, provide centre based and outreach support for children, young people and their families that reduce risks and increases protective factors for a range of developmental outcomes
* Utilise prevention and early intervention strategies that are holistic and family centred.
* Provide psycho-social and skills-based educational seminars and group work for families, including issues relating to mental health literacy, relationships, parenting, children and young people’s mental health, wellbeing and positive development.

**Networking and Partnerships*** Represent the organisation positively with a range of external health, social services and other relevant providers for the purpose of making appropriate client referrals, providing conjoint support where required, and marketing and promoting the agency programs.
* To use community development approaches (social justice, equality and mutual respect) to increase self-efficacy and empowerment of the communities
* Contribute to development and delivery of training to community members, partners and broader sector
* Work collaboratively with other services to identify and address services gaps and client needs.

**Research and Evaluation*** Assist with the design and implementation of research and evaluation activities, and assist with data collection, recording and analysis and report writing as required.
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| **Key Competencies/Skills**  | **Experience Profile (incl Qualifications)**  |
| Behavioural Competency* Ability to work independently and within a close team
* Capability with cross cultural communication, facilitation, and training
* Understanding of and experience in working with people from diverse backgrounds including LGBTIQ, CALD and people with disabilities and neuro-diverse backgrounds
* The ability to work in a high pressure, complex environment
* High level of self-awareness, professionalism and social justice values
 | Technical/Functional* High level trauma counselling skills
* High level practice supervision skills
* Experience in recovery-oriented practice
* Counselling and case work skills including case management, prioritisation and administration
* Crisis risk management skills
* Strong knowledge of determinants of risk and protective factors for mental health within diverse communities
* Family-aware and inclusive practice
* Sound Information Technology and written and verbal communication skills
* Group facilitation skills
* A current Australian driver’s license
* Current Working With Children Check
 | * Tertiary qualification in a relevant field (i.e. Psychology, Social Work, Mental Health) and further training in relation to family work
* Current Accreditation with a relevant professional body, e.g., APS, AASW
* A minimum of five years’ experience in the counselling, family services and/or mental health sectors
* Minimum 2 years’ experience providing clinical supervision to practitioners
* Demonstrated knowledge and experience working with survivors of institutional child sexual abuse
* Demonstrated knowledge of complex trauma and recovery approaches to intervention
* Demonstrated knowledge and application of a range of therapeutic approaches for individuals, couples and families.
* Demonstrated experience with providing supportive counselling and case work that supports children and families with multiple and complex needs such as mental health, family violence and drug and alcohol issues
* Demonstrated high level written, oral and interpersonal communication skills
* A genuine interest and commitment to working with LGBTIQ, Aboriginal, refugee, disability, CaLD and other higher risk cohorts.
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