



Position Description

Psychologist

**Wesley Dalmar – Family Preservation Program
November 2019**

Agreement

Signed – Manager

Signed – Employee

Date

Date

Do all the good you can
because every life matters



Psychologist

1. Overview of Wesley Mission

Wesley Community Services Limited, a company limited by guarantee pursuant to the Corporations Act 2001, is a Public Benevolent Institution operating as Wesley Mission to deliver services and programs to provide direct relief of poverty, sickness, suffering, distress, adversity, disability, destitution, and helplessness in New South Wales and other parts of Australia as inspired by the work of Jesus Christ in word and deed. Our vision is to:

“Do all the good you can, by all the means you can, in all the ways you can, in all the places you can, at all the times you can, to all the people you can, as long as ever you can”.

Out of Christian love and compassion we are driven by Christlike servant hood, unflinching integrity and courageous commitment.

The organisational plan is based on four key result areas, namely:

- our clients
- our people
- our operations
- our financials

Our position descriptions and performance plans are aligned with these four key result areas.

2. Overview of Wesley Dalmar – Family Preservation

Wesley Dalmar is an Out of Home care service accredited by the Office of Children’s Guardian (OCG) and regulated by the OCG standards. Permanency is a key driver in our work, as we seek to ensure that all children we care for are in the best placement to meet their needs and optimise their potential. Our work is underpinned by the legislated hierarchy of the Permanency Placement Principals.

Family preservation aims to support children and families by engaging with parents in their own homes using a family centred practice philosophy which is based on genuine collaboration and encouraging all family members to be active agents in their own lives, utilising their strengths to create a safe home environment with the aim of preventing a child’s unnecessary entry into Out of Home Care.

Overview of role

The primary function of the Psychologist role is to provide trauma-informed support to families grounded in an understanding of the impact of trauma, emphasising physical, psychological and emotional safety and creating opportunities for parents to rebuild a sense of control in their own lives. This will be achieved by working with families in-home to deliver relationship counselling, mediation, identification of child emotional and psychological needs and psychological therapy for parents impacted by trauma.

The Psychologist role is responsible to:

- be a part of a team providing a professional and collaborative child centred and family focused intervention service to children and families,
- plan and work toward therapeutic goals in a way that addresses the social, emotional, educational and health domains of children and young people



- provide relationship counselling & mediation to children and families
- provide psychological therapy for parents
- develop a collaborative, creative and positive workplace culture with a focus on providing service to children and families,
- support Wesley Mission in providing a total service to the community,
- manage growth of the program, and be alert to any business opportunities
- Work in partnership with other Wesley Dalmar services

3. Relationships

Reports to: Program Manager – Family Preservation Program Northern

4. Major role responsibilities

5.1. Our Clients

- Assess referrals in consultation with other team members and management.
- conduct comprehensive assessments, develop proficient professional reports
- proactively work with carers/children/young people to effectively manage behavior in a positive way
- deliver skill development programs for parents.
- provide informal and formal client counselling and debriefing.
- support the parent/s to meet the goals identified in his/her case plan.
- attend case reviews and assist in ensuring a planned and coordinated approach to case management which encourages the participation of all stakeholders.
- assist in the coordination and implementation of effective case management that will provide for the needs of the children, young people and families in the program, liaising with other agencies for consultation and referral as appropriate.
- collect on-going qualitative and quantitative data for the continuous evaluation of clinical outcomes.
- work collaboratively with other team members and be willing to co-operate with both government and non-government agencies in the best interests of the child/young person.
- manage all aspects of assigned caseload in consultation with the Operations Manager and other Out of Home Care workers and external consultants.
- be a strong ambassador for the Wesley Dalmar Out of Home Care team.

5.1.1 Performance Measures

- Client satisfaction surveys are completed annually with 100% of
 - o group participants
 - o clients where intervention has been completed
- All client records are documented within our case management system (Carelink) & FACS case managements system (Childstory).



5.2 Our people

The Psychologist will provide professional support and:

- Complete Wesley Mission induction, orientation program and mandatory training, including Identifying and responding to children at risk of significant harm
- Attend and participate in regular support meetings and team meetings
- Attend and participate in annual Employee Contribution & Development (ECD) process
- Commit to a continuing process of personal self-development, training and skills acquisition
- Work with leadership team to develop, implement, maintain and consistently review an evidence informed practice model
- Ensure all policies and procedures are understood and adhered to, seeking clarity with supervisor as required
- Be part of creating a team culture of support and respect
- Promote and ensure adherence to Wesley Mission brand

5.2.1 Performance Measures

- 90% staff retention
- 90% attendance at Wesley Thanksgiving Service and other Life of the Mission events
- 100% all staff have completed induction, orientation and mandatory training including
- 100% team engagement with new practices, policies and procedures
- balanced annual to personal leave

5.3 Our operations

- To maintain a contemporary understanding of the principles of Child Protection and work collaboratively with other government and non-government agencies to ensure the protection of all children and young people.
- To be aware of the need for confidentiality in all aspects of Out of Home Care work and ensure that confidentiality is respected at all times.
- To ensure that all documentation is maintained in a professional manner according to Wesley Mission Dalmar OOHOC procedures.
- communicate the Wesley Mission brand and key messaging strategy to stakeholders to build effective relationships, gain their support and ultimately create advocates.

5.3.1 Performance Measures

- regular reporting requirements are met
- 100% compliance with Wesley mandatory training requirements
- Knowledge of and compliance with role specific systems and policy/procedure knowledge.



5.4 Our financials

- Maintain Wesley Mission resources
- Ensure all projects are delivered to budget and seek opportunities to minimise expense wherever possible.

5.4.1 Performance Measures

- Wesley resources are well maintained
- evidence of proactive program planning and reduced over/underspend
- all reimbursements are entered by the close of each month they are accrued in
- program operations meet budgetary requirements.

5. Professional responsibilities

- Other activities to support the delivery of the Wesley Dalmar Business Plan and Wesley Mission Strategic Plan, as requested by your manager
- As an employee, be responsible under the Work Health & Safety Act for the health and safety of all persons they come into contact with, during employment
- All hazards and injuries must be reported through the normal process as set out in Wesley Mission's Work Health, Safety and Rehabilitation Quality Management System and site procedures
- Participate in the review and maintenance of industry specific and internal audit processes, as per Wesley Mission's standard policy and procedures
- In relation to Wesley Mission and the Uniting Church in Australia, attend such functions, meetings, seminars, training courses as directed by your supervisor
- In relation to Wesley Mission attend worship services as encouraged by your supervisor
- Participate on a quarterly basis in Wesley Mission's Employee contribution and development process
- Take responsibility for personal career development and training
- Participate in Wesley Mission's Orientation program, so as to gain an understanding of, and promote, the application of the EEO, Affirmative Action, Privacy Act, Work Health & Safety Act and other relevant legislation
- Administer Wesley Mission's philosophy of care and other relevant policy documents as appropriate
- Demonstrate responsible stewardship of all resources, and willingness to report impropriety in keeping with the values of Wesley Mission
- Ensure the reputation and integrity of Wesley Mission is maintained at all times
- Maintain confidentiality



6. Selection criteria

To be successful in this position, candidates must possess the following:

Demonstrated behaviours

- willingness to affirm Wesley Mission's vision, mission and values
- demonstrated ability to work unsupervised as well as an effective team player with a positive can-do attitude
- ability to relate well to a range of people with sound listening and problem-solving skills
- confident professional with strong initiative and business acumen
- displays emotional maturity and resilience.

Essential criteria

- A Degree qualification (minimum Bachelor degree) from a recognised tertiary institution in
 - Psychology and has a full registration with the Psychology Board of Australia, or working towards same.
- Comprehensive understanding of the current child protection service system, policy and practice, and the needs of children in OOHC, including knowledge of:
 - Legislative requirements – Children and Young Persons (Care and Protection) Act 1998; Child Protection (Prohibited Employment) Act 1998; Ombudsman Act 1974 (Amendment); Commission for Children and Young People Act 1998; the Adoption of Children Act 2000 and other relevant legislation
 - UN Convention on the Rights of the Child;
- Comprehensive understanding key risk factors and the effect of trauma on childhood development.
- Demonstrated psychosocial knowledge, clinical reasoning and practice skills that enhance the service's ability to assess the social, psychological, environmental needs of complex clients within the clinical specialty area of child protection and developmental trauma.
- Demonstrated ability to conduct comprehensive clinical assessments and formulate intervention plans
- Understanding of positive behaviour management techniques
- Working within a strength based framework to increase children and young people's resilience and positive lifestyle outcomes.
- Demonstrated ability to engage with children/young people/carers where there are high and complex needs and work in partnership with them to achieve their goals, using a variety of intervention strategies from a range of theoretical models
- Demonstrated high level communication (written and oral), negotiation and advocacy skills.
- Sound record keeping, data collection and management, statistical analysis, report writing and computer skills including an ability to concisely and accurately record all key interactions and case-notes.
- Working collaboratively with other internal services and external stakeholders to achieve client needs and therapeutic and developmental goals.
- Current NSW Driver's Licence and a willingness to travel as required.