



POSITION DESCRIPTION

POSITION TITLE:	Family Therapist
PROGRAM:	Therapeutic Services & Capacity Building
STATUS:	0.8 EFT – 12 month contract
REPORTING TO:	Team Leader, Counselling
LOCATION:	200 Hoddle Street, Abbotsford (telehealth during public health restrictions) From time to time the incumbent may be outposted to other THH sites or outposted to collaborating centres
CLASSIFICATION:	VAC Employment Agreement April 2014 Social Worker Class 3, SACS Level 6

1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health is a community-controlled LGBTI organisation, governed by our members, and working for our sex, sexuality and gender diverse communities.

For 35 years as the Victorian AIDS Council (VAC), the organisation led the Victorian community's response to HIV and AIDS. Our work has now moved beyond Victoria, and Thorne Harbour Health is responding to a broad range of issues. Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTI communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

Our Vision

We envision a healthy future for our sex, sexuality and gender diverse communities, a future without HIV, where all people live with dignity and wellbeing.

Our Mission

We devise and deliver effective community-driven health and wellbeing programs. We advocate to reduce stigma and discrimination.

For more information on our organisation, please visit our website www.thorneharbour.org

2. PROGRAM CONTEXT, ROLE & FOCUS

The Counselling program, Alcohol and Other Drugs (AOD) programs, Family Violence services and Capacity Building make up the Therapeutic Services and Capacity Building team at Thorne Harbour Health.

Our Counselling Service provides therapeutic counselling and group programs. These specialist services target the LGBTI community and people at risk of, living with or otherwise affected by HIV or Hepatitis C. The counselling team includes therapists (both paid staff and qualified volunteers) with training in different therapeutic modalities.

Our Family Violence service works with both LGBTI community members who are victim/survivors of violence in their relationships and those who use violence in their relationships. Interventions provided include counselling, case management, therapeutic group work and both victim/survivor and perpetrator brokerage programs.

Our Alcohol and Other Drugs team works from a harm reduction framework and provides individual AOD counselling, peer support and education, casework and group programs to assist people to cease their substance use or reduce the harms associated with their substance use. These specialist services target the LGBTI community and people at risk of, living with or otherwise affected by HIV or Hepatitis C.

All clinical staff in Therapeutic Services have appropriate qualifications in human services work. All staff are expected to participate in regular clinical supervision. Additional group supervision is provided to clinicians who provide services to people who use violence in their relationships.

Thorne Harbour Health's Capacity Building program develops and delivers education and training initiatives that aim to improve sector capacity to work more knowledgeably and affirmatively with LGBTI community members. The training and capacity building we offer ranges from; alcohol and other drug services, relationship and family violence, trans and gender diverse health and mental health, HIV prevention and disability inclusion.

3. POSITION ROLE AND RESPONSIBILITIES

The Family Therapist role will provide direct service work to LGBTI Victorians and their families during the period of COVID-19. Alongside the direct service work, this role will hold a clinical capacity building responsibility to assist with embedding family sensitive practice into the work of the therapeutic services team, and provide secondary consultation to THH staff on family/systemic practice matters. This role will be located within THH's Counselling team and integrate with THH's other existing therapeutic programs including alcohol and drugs and family violence services where appropriate.

This position is part of a broader family sensitive practice project (Families matter: Building resilience and capacity in LGBTIQ families during the time of COVID-19) for the organisation, and will assist with the rollout of capacity building for therapeutic services team to take on family work. This will include live supervision in family sensitive practice for multidisciplinary clinicians across Therapeutic Services.

Key roles and responsibilities of the Family Therapist are as follows:

Supporting Intake and assessment

- Provide secondary consultation and guidance for the Intake and Assessment team
- Participate actively in client allocation and review processes

Therapeutic counselling

- Lead the delivery of high quality, evidence-based, therapeutic counselling and family therapy relating to the health and well-being of individuals, couples, and families who are people at risk of, living with or affected by HIV, Hepatitis C and/or members of the LGBTI community and their families.
- In collaboration with client(s):
Determine details of the type and duration of counselling interventions required to address the therapeutic needs of the client(s), building on the plan provided at intake and assessment

Deliver evidence-based counselling including but not limited to brief interventions, trauma-informed practice, strengths-based therapy, narrative therapy, systems therapy, crisis intervention, rights/advocacy approaches, group work and use of a social model of health.

Deliver evidence-based family therapy and specialist family interventions including but not limited to single session family consultations, structural family therapy, behavioural family therapy, systemic family therapy, narrative therapy, and couple/martial therapy.

Undertake exit planning

- Maintain a clinical caseload
- Ensure achievement of performance targets in the Counselling service as set and work within Program guidelines
- Work within THH privacy policy and adhere to all THH policies and procedures, including professional codes of practice

Capacity building

- Provide secondary consultation/capacity building to the wider THH clinical staff team on family sensitive practice
- Provide clinical supervision, including live supervision, guidance and mentoring of staff in implementation of family sensitive practice
- Contribute to the development and delivery of the 'Family Matters' family sensitive practice training project and conduct reflective practice processes directed at building sector capacity

4. KEY SELECTION CRITERIA

Qualifications

1. Relevant tertiary qualification in health or welfare, such as social work, psychology, counselling or psychotherapy; and membership (or eligibility) of a relevant professional association (e.g. AASW, PACFA)
2. Accredited qualification in family therapy

Skills and experience

1. Specialist expertise in, and demonstrated experience of, evidence-based family interventions and family sensitive practice
2. An interest and willingness to advance the health and wellbeing of people from LGBTIQ communities, including people living with HIV, in a non-judgmental and respectful manner
3. Demonstrated capacity to provide clinical supervision and mentoring to a multidisciplinary team
4. Experience in service planning and development, including developing and embedding therapeutic models into service delivery
5. Advanced skills in clinical assessment, including risk, case formulation, and care planning
6. Ability to convey warmth, openness, empathy and concern for the welfare of clients, their families, and clinicians
7. Highly developed oral and written communication, organisational and administrative / reporting skills
8. Capacity and willingness to contribute to a supportive and productive team environment

5. CONDITIONS OF EMPLOYMENT

- Salary is paid in accordance with the VAC/GMHC Employment Agreement 2014. The classification for the position is VAC Employment Agreement April 2014 Social Worker Class 3, SACS Level 6, pay point commensurate with experience.
- Salary packaging is available at Thorne Harbour Health; it is a legitimate method of restructuring existing salary into a combination of salary and expense payment benefits to provide a higher net remuneration for the employee.
- Employer's contribution to superannuation (9.5%) will also be paid.
- Conditions of employment are as stated in the VAC/GMHC Employment Agreement 2014.
- The position is for 30.4 hours per week.
- Completion by Thorne Harbour Health of a satisfactory police check.
- Evidence of a valid Working With Children Check.
- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.
- Applicants must either be Australian citizens, or have permanent resident status.

6. PROFESSIONAL SUPERVISION

Thorne Harbour Health has a commitment to ensuring that staff members receive high quality supervision on a regular basis. This role is required to attend this supervision. Appropriate family therapy supervision will be arranged.

7. WORKPLACE HEALTH & SAFETY

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Duties of Employees).

8. APPLICATION PROCESS

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be sent to recruitment@thorneharbour.org

For further enquiries please contact: Venetia Brissenden, Manager Therapeutic Services and Capacity Building on 9865 6700 or at venetia.brissenden@thorneharbour.org

Applications close Friday, 9 October 2020.

Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.