

POSITION DESCRIPTION

Position:	Therapeutic Specialist
Hours:	As per contract
Salary:	SCHADS Award Grade 6 Level 1-3 Full Time Base Salary \$88,366.72 to \$92,239.68 per annum
Terms of engagement:	As per contract
Location:	Northern and Mid North Coast
Responsible to:	Clinical Lead
Qualifications and Skills:	Registered psychologist, social worker, behavioural specialist counsellor, psychotherapist, or other allied health professional with a minimum of 5 years' experience working with children and young people with trauma backgrounds. Membership with a nationally accredited association such as AHPRA, PACFA, ACA, AASW, APA
Licences:	Essential Requirement Current Australian State or Territory Drivers Licence
Vision:	<i>Inspiring People to Thrive.</i>

Benefits:

- CASPA actively supports staff to have a healthy work life balance
- Free gym membership to support your wellbeing as well as a fully established team of therapists and clinicians for your personal wellbeing support
- Access to internal and external training opportunities and workplace mentoring including you own clinical supervision sessions.
- Great professional development opportunities for those who want career progression
- An Employee Assistance Program, a free and confidential counselling service
- As a not-for-profit organisation, our employees are able to take advantage of salary packaging to receive up to \$15,900 of their salary tax-free, as well as additional meal and entertainment benefits

Advantage Salary Sacrificing – to find out more visit www.salary.com.au

Key Responsibilities:

- Participate as required in intake, assessment and outcome processes and panels for children and young people in CASPA's Programs
- Develop and review of the Clinical Formulations, Therapeutic Support Plans and Treatment Plans for Children and Young People in CASPA's Programs (Residential Care, Foster Care, Interim Care, Restorations and Family Preservation)
- Collaborate with Caseworkers and House Leaders in CASPA's teams and provide expert advice around high risk Safety Plans and Case Plans
- Engage young people in CASPA's Programs and complete thorough assessments of behaviour, mental health, risk, and psychosocial functioning
- Support specialist referrals and deliver therapy sessions with children, young people and families when appropriate
- Provide intensive psychoeducation and training and facilitate "case clinical" meetings for Caseworkers, Hub Managers, House Leaders and Residential Workers and/or Foster Carers within CASPA's Programs
- Managing a caseload of up to 16 young people across the residential care, foster care and family preservation Territory Programs
- Utilise creative skillsets in planning, organising, facilitating, and evaluating CASPA's evidence-informed Programs that are conducive to the specific therapeutic needs of our young people
- Contribute to the overall development of the services provided by CASPA's Clinicians and Therapeutic Specialists
- Meet administration, report writing and compliance obligations, adhering to ethical processes and guidelines
- Contribute to a proactive and positive team culture
- Compliance with the WHS Act

DUTY STATEMENT

Position: **Therapeutic Specialist Northern and Mid North Coast**

Your main duties will be:

Participate as required in intake, assessment and outcome processes and panels for children and young people in CASPA's Programs

- Participate in the referral/intake panel as requested
- Collaborate with CASPA's Therapeutic Care Teams to assist in determining client mix
- Develop strategies in collaboration with residential workers and carers to ensure children are successfully transitioned and integrated into their care environments
- Plan, support and facilitate transition of children to their next placement, which may include psychosocial education of a child's new carer/family
- Conduct assessments of children and young people and families in CASPA's Programs
- Attend Complex Case Review Panels as required
- Attend and participate in various meetings as required (hub meetings, intake and assessment meetings, supervision, and mental health interagency meetings etc)

Develop and review the Clinical Formulations, Therapeutic Support Plans and Treatment Plans for Children and Young People in CASPA's Programs (Residential Care, Foster Care, Interim Care, Restorations and Family Preservation)

- In the Intensive Therapeutic Care or Residential Care context, Therapeutic Specialists are considered the behaviour support experts and are responsible for the development and review of positive, trauma informed, Behaviour Support Plans or Therapeutic Support Plans. Therapeutic Specialists work in

collaboration with Caseworkers, House Leaders and Residential Workers of CASPA to gather information necessary for the drafting of behaviour support plans and are responsible for their reviews and updates to be provided to the Clinical Lead for approval and sign off

- Conduct thorough assessments and develop the initial Therapeutic Support Plan within twelve (12) weeks of a child entering into the placement (if a child presents with complex needs or has restricted practices). A review of the TSP must be completed at six (6) month intervals as a minimum
- Develop clinical formulations and a Therapeutic Plan for each Child that is reviewed monthly in clinical meetings with the team or foster carer.
- Prepare monthly clinical review reports for Family Preservation Clients in line with the goals set out in the family action plan
- Assist families of origin with restoration work to ensure children and young people who are returning home to family are safe and well supported

Collaborate with Caseworkers in the CASPA Programs team and provide expert advice around high risk Safety Plans and Case Plans

- Lead Intensive Therapeutic Residential Care out of home care teams and Foster Carers who require specialist advice and support
- Facilitate Care Team Meetings, a culture of reflective practice, provide expertise and guidance during the formulation of Therapeutic Care Plans and Behaviour Support Plans
- Document therapeutic information for a child and distribute that information to Foster Carers or in the Care Team Meetings to inform the Case Plan
- Assist in the development of Safety Plans, Case Plans and Risk Assessments, with Caseworkers, especially if it involves serious risk issues such as self-harm and or suicide ideation and review as needed. The Therapeutic Specialist will also report on and review the appropriateness and effectiveness of plans
- Be primarily responsible for facilitating Care Team Meetings and coordinating the formulation and progression of the therapeutic aspects of Case Plans
- Adhere to child protection practices and assess risk, assist with the development of preventative strategies to mitigate risk i.e. staff awareness, training in identifying and managing critical incidents
- Identify any potential restrictive practices such as the use of environmental, physical, or mechanical restraints and prepare relevant documentation for CASPA's Restricted Practices Panel and Principal Officer
- Clarify the purpose of any psychotropic medication prescribed for children or young people and prepare relevant documentation for CASPA's Restricted Practices Panel and Principal Officer

Conduct therapy sessions with children, young people and families as prescribed by Case Plans and Treatment Plans

- Develop a thorough working knowledge of Children and Residential Experiences (CARE) and Therapeutic Crises Intervention (TCI) in order to model the practices to staff at all times and ensure the core principles of the CARE model are applied in all therapeutic interventions
- Monitor, coach, support, motivate and develop foster carers and residential teams to enable them to deliver to the best of their ability
- Provide an environment free of abuse, harm and exploitation for people we support
- Maintain a caseload and conduct individual, dyadic, family and group work sessions with children, young people, parents, carers and families within CASPA's Programs
- Form and maintain key therapeutic relationships with children, young people and families
- Promote the active participation of children in making the appropriate decisions about the operations of the residences and development and reviews of their own Therapeutic Plan in accordance with the OOHC Standards and CASPA's operations manual

- Contribute to the development, facilitation and evaluation of group work programs
- Complete reports relating to therapy sessions at regular intervals

Provide intensive psychoeducation and training to carers and staff and facilitate “case clinicals” and Group Supervision for Caseworkers, Hub Managers, House Coordinators and Residential Workers within CASPA’s Programs

- Conduct and attend case clinics within CASPA’s programs as required
- Work as a team of Therapeutic Specialists to design and deliver Group Supervision to CASPA’s staff to assist with professional development and reflective practice
- Facilitate and deliver training, induction and presentations to staff and carers in areas of expertise across the CASPA’s programs as required, specifically:
 - Train, guide, and mentor Foster Carers, Residential Workers in direct therapeutic work with children so they gain a full understanding of the process of recovery, and the therapeutic responses they need to provide and behaviours to be modelled to promote a child’s healing
- Support Foster Carers and Residential Workers in:
 - Developing their ability to have appropriate interactions with children through reflective practice and developing and enhancing their understanding of the interpersonal aspects of providing therapeutic care
 - Capacity to self-manage their own responses, and responding to crises in relation to a child including though not limited to, identifying the triggers and other factors associated with the incident, safely deescalating the incident and debriefing the child
- Commitment to continuous professional development and training. Remain well informed of evidence-based practice with regards to Therapeutic Care, developmental trauma, attachment theory and relevant neuroscience advancements
- Facilitate reflective practice sessions with Foster Carers and Residential Workers to problem solve and collaboratively develop and review strategies and approaches that promote Children’s healing and progress towards desired outcomes

Contribute to the overall development of the services provided by CASPA’s Clinicians and Therapeutic Specialists

- Ensure that quality therapeutic care consistent with the CARE model is delivered to Children and Young People across the CASPA’s services, including within Therapeutic Care and Foster Care Homes
- Contribution to the development of policies and procedures and participation in implementation as required
- Development, facilitation and evaluation of training in the areas of expertise, as required across the CASPA’s Programs
- Liaise with stakeholders including education, health, youth justice and DCJ
- Develop relationships with service partners and provide linkages to:
 - Promote joint therapeutic work
 - Provide psychosocial education services interfacing with children to ensure a therapeutic response
 - Support the development of consistent approaches to working with individual children
- Support the embedding of Therapeutic Crisis Intervention and CASPA’s Therapeutic Framework throughout practice
- Assist with the overall delivery of Therapeutic Care that is trauma-informed, individualised, holistic, and culturally respectful and responsive
- Have a working knowledge of service pathways, networks, and initiatives
- Conduct and report outcome evaluations

Uphold ethical requirements and practices

- Adhering to ethical processes and guidelines
- Contribute to the development of ethical practice and guidelines

Administration, report writing and compliance responsibilities

- Complete all documentation and communications in an accurate, professional and timely manner meeting legislative requirements and CASPA's expectations
- Prepare daily, weekly and monthly reports as required
- General filing, archiving, photocopying, database and file maintenance, collating and distribution of paperwork
- Comply with CASPA's organisational policies and procedures
- Microsoft Word and Excel and client record keeping programs to be utilised for daily administrative tasks

Contribute to a positive team culture

- Attend and positively participate in team meetings, group supervision and training
- Take responsibility for giving and receiving feedback within the team setting
- Uphold team decisions
- Use appropriate forums to discuss differences in work practices
- Utilise team peers to ensure best practice in client service provision
- Relate to other services in a professional manner and work collaboratively in the interests of young people

WHS responsibilities

- Understand, comply, and observe the principles of the WHS Act
- Observe safe work practices
- Report hazards and incidents
- Work cooperatively with all staff to maintain a safe and secure environment

Other duties as required by the organisation

Selection Criteria

Essential

- Tertiary qualification in Psychology, Social Work, Occupational Therapy or Mental Health Nursing
- Minimum of 2 years' experience working with children, young people and families with trauma backgrounds. Membership (or eligibility for membership) with a nationally accredited association such as PACFA, ACA, AHPRA, AASW, APA
- Detailed knowledge of, and practice in implementing multiple evidenced based therapies for children and young people
- Significant experience using evidence-based assessment tools with young people with trauma informed behaviour and using resultant assessments to inform planning
- Detailed knowledge of human behaviour and the manner in which early childhood or developmental trauma affects children and young people
- Skills in completing assessments of behaviour, mental health, risk, and functioning
- Experience in developing biopsychosocial case formulations and comprehensive treatment plans

Desired

- Experience in facilitating clinical meetings and coordinating interdisciplinary care teams
- Experience in guiding therapeutic interventions
- Experience in working with children and young people who live in Out-of-Home Care

Working with Checks and Prohibited Employment Declarations are requirements for all child related employment.

I acknowledge that I fully understand the job description above and accept the duties of the position as stated.

Signed: Date:.....

Print Name