Position Description

Program or Function name:	**Treatment Foster Care Oregon (TFCO)**
Role Title:	**Family Therapist**
Award Classification: (If relevant)	**SCHCADS Level 5**
Primary Location:	**Ipswich**
Employment Status:	**Part time**
Reports to:	**Program Supervisor, TFCO**

OzChild

Founded in 1851, OzChild support vulnerable children and young people by providing healing, preventing abuse and neglect, and strengthening families.

It is our goal to see that all children and young people are safe, respected, and nurtured, and reach their full potential.

Child Safety

We are committed to protecting children and young people from all forms of abuse, bullying, exploitation and neglect, and to creating environments in all our programs and services where children are safe and feel safe.

We are committed to listening to children and addressing any concerns they raise with us. OzChild will treat all allegations of child abuse very seriously. We will report all allegations in compliance with incident reporting, mandatory reporting and reportable conduct requirements.

All OzChild People are required to support this commitment to child safety, and to behave appropriately towards children at all times.

Role Purpose Summary

The purpose of this position is to provide support to the families of children/young people participating in the TFCO program. The Family Therapist will work closely with the TFCO team to support the permanent family (may be family of origin or foster/ kinship or permanent care family) to develop behavioural, coping and parenting skills according to the TFCO model requirements to ensure that the child can return to this placement following treatment.

In doing so, the position will support the OzChild Way behaviours and accountabilities as follows:

- **We deliver evidence-based services:** Utilise your professional knowledge and skills to monitor, review, develop and maintain policy, procedure, practices and guidelines that supports the accurate and timely completion of processes and reporting to support our Service Delivery and Program Teams.

- **Our customers determine our success:** Support and continually develop and enhance networks within OzChild and the capability of our Service Delivery and Program Teams to support the effective delivery of high-quality services to children and young people, their families and to carers/volunteers.
- **We deliver innovative solutions**: Engage others in the development of functional plans, tactics and activities to support innovation in services and achieve the desired outcomes articulated in the OzChild Strategic Plan.
- **We set each other up for success: S**upport collaboration with internal and external stakeholders and directly support your team and the Service Delivery and Program Teams by providing the necessary guidance, development, and tools for people to achieve success in their roles.
- **I learn, adapt, grow, and embrace my cultural competence:** Demonstrate a willingness and energy for personal learning, adapt to and embrace change, and develop your cultural competence.

Position Specific Responsibilities

- Provide weekly family therapy to program youth's family using the TFCO treatment model. Introduce new behavioural, coping and parenting skills and practice these in sessions using strategic positive reinforcement and coaching interventions.
- Participate in 24 hour on-call availability for program parents including serving as a back-up to the Program Supervisor for 24/7 on-call availability.
- Attend weekly clinical team meetings.
- Address needs of clients through referrals to community partners.
- Work with the team to identify and overcome barriers to engagement/motivation in families who have been referred.
- Engage in professional supervision with the Treatment Foster Care Oregon (TFCO) Program Supervisor.
- Record and update outcomes and data management systems to ensure program quality and participate in continuous improvement to identify performance trends, best practices, and opportunities for improvement.
- Maintain clear and concise documentation for all clinical activities, intervention efforts and Family Assessment and Service Planning according to guidelines and statutory requirements.
- Work alongside internal OzChild teams to enable continual improvement to the design and implementation of our services to further extend OzChild's commitment to improving the lives of children, young people and their families.
- Participate in building a strong team that is built on inclusiveness and respectfulness operating with a high level of professional management in a complex and demanding environment.
- Ensure performance outcomes of the role are met.
- Ensure you are compliant with Quality, WHS and Risk management systems for the program.
- Complete all training as required by the program developers to gain accreditation in the Treatment Foster Care Oregon (TFCO) model and ensure your practice adheres with the model requirements.
    - Participate in all model program training, supervision and consultation activities.

Key Job Relationships

Internal

- TFCO Clinical Team

External

- Clients and their families
- Foster Carers
- Department of Child Safety, Youth and Women and other government bodies

- Family Participation Programs
- Goolburri
- Community Service organisations
- TFC Consultants
- Peak welfare associations and network
- Schools, Child Care, Health Professionals etc

Qualifications

Essential

- Tertiary qualification in Social Work, Psychology or a relevant discipline that is recognised in Australia.

Screening and Licences

- OzChild conduct interviews, reference checks and ensure the completion of satisfactory safety screening including National / International Police Check and Working with Children Checks relevant to the State or Territory that employment and undertaking of position occurs.
- Must be able to drive, provide and maintain a valid Drivers' Licence and have access to reliable transportation.

Skills and Experience

- Knowledge of Family systems theory and application
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- Knowledge of Social learning theory and child development
    - Knowledge of Cognitive-behavioural therapy theory and application

- Experience with a behavioural approach
- Experience working with families using coaching approach
- Experience with the administrative requirements including case documentation
- Demonstrated ability to work as part of a team
- Ability to work cooperatively with Program Supervisor to implement weekly treatment plan, accept supervision well, be readily available for supervision, attend meetings, complete assigned tasks.
- Knowledge and skills in ensuring the health and protection of children and young people.
    - Knowledge of the Child Protection and out-of-home care system, standards and practices.
- In-depth knowledge and understanding of the principles and challenges of supporting vulnerable families.
- An understanding of cultural contexts and the unique needs of Aboriginal children and young people.
- Understanding of the broad range of issues impacting on the community services sector.
- Good communication and organisational skills.
- Effective network development skills.
- Advanced computer skills, including the Microsoft Office suite and email, plus familiarity with web-based information management, communications and accounting systems.

Mandatory Training

All employees of OzChild are required to complete Mandatory Training and Program Specific training upon commencement of employment and complete refresher training as required.

Organisational Responsibilities

- Demonstrated ability to work as part of, and contribute to, a person-centred team.
- Facilitate good working relationships with all services of OzChild, the clients, their families and other people significant to the client.
- Undertake all interactions with clients, families and co-workers in a culturally sensitive manner and take appropriate account of cultural and linguistic diversity.
- Attend client, employees related meetings, workshops, conferences and training as required.
- Ensure privacy and confidentiality are upheld at all times.
- Be familiar and comply with OzChild policies, procedures and other work instructions as updated from time to time.
- Represent OzChild and our services in a positive manner at forums, meetings and training with external agencies.
- Assist in the development of continuous improvement and service accountability initiatives as needed.

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OzChild People Responsibilities

- Ensure compliance with OzChild's Code of Conduct, policies and procedures, and commitment to cultural awareness and child safety.
- Demonstrate commitment to diversity, respect differences and foster an environment and relationships that are safe, healthy, positive, supportive and free from all forms of harassment, bullying and discrimination.

- Participate in and complete all mandatory training and participate in other training and development opportunities to ensure they have the necessary qualifications, skills, certificates and clearances to meet the requirements of their position.
- Embrace and utilise technology and new ways of working to enhance collaboration, effectiveness and outcomes.
- Ensure the safety and well-being of self and other.
- Work together as a team and encourage and support others within their team.
- Speak up and making it clear when behaviour is unacceptable.
- Support those who are affected by breaches of policy or procedure and encouraging them to take action.
- Raise concerns and or complaints in a constructive manner, including identifying possible solutions.

Safety and Wellbeing Responsibilities

- Assume accountability for safety and wellbeing for self and others.
- Undertake all duties safely and in accordance with applicable policy, procedures and processes.
- Participate in safety and wellbeing consultative forums and contribute ideas to improving safety and wellbeing.
- Where appropriate, participate in workplace safety and wellbeing training, programs and initiatives.
- Report all work health and safety breaches, hazards and incidents, and assist with actions to reduce and eliminate risks.
- Report any work related or non-work related injury or illness.
- Support return to work programs to facilitate safe and durable return to work for OzChild People, where possible, for both work related and non-work related Health Condition/s.

Responsibilities stated herein reflect the primary functions of this job and should not be construed as an exhaustive list of duties. They may vary or be amended from time to time without changing the roles level of responsibility.

I have read and understood the position description.
Team Member Name:

Team Member Signature:
Date: Click here to enter a date.