

	Position Title: Clinical Practice Development Consultant	Team: Take Two	
	Band: B	Salary: Senior Clinician	Date: November 2020

OUR VISION AND PURPOSE	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</p> <p>For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</p>	<p>Take Two provides a range of therapeutic services for infants, children and young people who have suffered trauma, neglect and disrupted attachment, and contributes to the service system that provides care, support and protection for these children. One of these services is the Intensive Therapeutic Service, a Victoria-wide service funded by the Department of Health and Human Services, managed by Berry Street. Take Two is also involved, in partnership with other community service agencies, in the provision of therapeutic foster care, therapeutic Family Violence services, Aboriginal therapeutic home-based care, therapeutic residential care, Stronger Families, Navigator and the Community Wellbeing Program. Additionally, the service also provides training, consultation and reflective practice to the wider Children and Family Services sector and conducts and disseminates evaluation research on Take Two's therapeutic services. Take Two is a flagship site of the Neurosequential Network, implementing the Neurosequential Model of Therapeutics (NMT) to guide intervention planning.</p> <p>Together with the Team Leader, the Consultant Clinical Practice Development is responsible for practice development activities related to Take Two.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p>We expect all staff to apply these Values in all aspects of their work.</p> <p>Courage: to never give up, maintain hope and advocate for a 'fair go'</p> <p>Integrity: to be true to our word</p> <p>Respect: to acknowledge each person's culture, traditions, identity, rights, needs and aspirations</p> <p>Accountability: to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p>Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>The primary objectives of the role are to:</p> <ul style="list-style-type: none"> • The Consultant, Practice Development shares responsibility for the delivery of Take Two practice development activities, for assisting the management of quality and risk oversight of Take Two practice and for assisting in the delivery of Take Two practice learnings to workers within the Take Two program. • The role requires analysis of the skills required for the delivery of Take Two clinical service and continuing monitoring and review of the skills of program staff and contributing to developmental planning for skills improvement. • The role also shares responsibility for delivery of training and practice development activities to external parties. • This position supports the Team Leader in implementation of Take Two practice development activities. <p>REPORTING RELATIONSHIPS</p> <p>This role is based at our Eaglemont Office in the Northern Region, Wurundjeri Country.</p> <p>This role reports to the Clinical Practice Development Team Leader who will provide supervision and review. This role works in conjunction with other team members within Take Two, Berry Street and in other agencies.</p>

EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement and occupational health and safety.
- Berry Street is committed to service delivery that prioritises diversity and inclusion. We aim to ensure every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality or religion.
- Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children. We are committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify with a sexual and or gender minority identity.

KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Experience in working with children, young people, families and carers
- A strong understanding of child development, trauma theory, attachment theory and systemic work.
- Experience and demonstrated ability in designing, organising and delivering high quality training and related professional development functions to various audiences, including professional and non-professional groups across a range of settings.
- A sophisticated understanding of the complexity of the child, youth and family service system and the issues involved in providing services to statutory clients.
- High level of understanding of State Government policy and legislation that relates to the Take Two client group, particularly in relation to child protection and out of home care.
- Highly developed written and verbal communication skills, including the ability to work collaboratively and liaise with all levels of Take Two staff, other agencies, professionals and carers.
- Demonstrated ability to impart knowledge to others and capacity-build in others.
- Experience and skills in project management and project work.
- Cultural awareness and willingness to learn regarding Aboriginal and or Torres Strait Islander children and community, and Culturally and Linguistically Diverse communities.
- Commitment to innovation, continuous improvement and a learning culture.
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies

QUALIFICATIONS AND OTHER REQUIREMENTS

- An appropriate Bachelor degree level or higher qualification in a Health or Welfare related field such as Occupational Therapy, Psychology, Social Work, Family Therapy, Speech Pathology or related discipline.
- Please note: The scope of this position does not require the incumbent to practice as a registered psychologist, occupational therapist or other AHPRA registered profession and, as such, discipline-specific registration is not a requirement. If the incumbent wishes to maintain registration it is at the incumbent's discretion and will not impact on the scope of this role.
- Significant experience conducting trauma and developmentally informed clinical work with children and young people.
- Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court matters.

DESIRABLE

- Demonstrated experience in the provision of practice development and training activities, particularly in the area of child trauma
- Post-graduate qualifications in adult education
- Certification in the Neurosequential Model of Therapeutics (NMT)

ABOUT TAKE TWO

Who we are

Berry Street started in Melbourne in 1877 and believes children, young people and families should be safe, thriving and hopeful. Take Two is a program of Berry Street providing trauma informed intensive therapeutic services for infants, children, young people and families impacted by trauma, neglect or abuse.

Take Two is also involved, in partnership with other community service agencies, in the provision of therapeutic foster care, therapeutic Family Violence services, Aboriginal therapeutic home-based care, therapeutic residential care, Stronger Families, Navigator and the Community Wellbeing Program. Additionally, the service also provides training, consultation and reflective practice to the wider Children and Family Services sector and conducts and disseminates evaluation research on Take Two's therapeutic services. Take Two is a flagship site of Neurosequential Network, implementing the Model of Neurosequential Therapeutics to guide intervention planning.

The service is a consortium of:

- Berry Street – lead agency & child welfare expertise
- VACCA – cultural expertise
- Mindful (University of Melbourne) – practice development expertise
- La Trobe University – research expertise

Take Two operates from more than a dozen Victorian sites, including metro, regional and rural areas.

Our therapeutic model

Take Two is the only fully accredited outreach program that provides a state-wide service for infants, children, young people impacted by trauma, neglect or abuse. Treatment approaches focus on the repair of harmful outcomes, and improvements in emotional health, relationships and development. We work with the traumatised child, and with their caregivers, families and communities. We help them understand how the child's experiences of trauma impact on their development and behaviours.

We use the Neurosequential Model of Therapeutics (NMT) to guide assessment and intervention planning. Based on current neuroscientific research, the NMT approach helps us assess the impacts of the child's trauma on their developing brain and determine which interventions we should use to support the child. We then use evidence-based and evidence-informed interventions to support children who have suffered developmental trauma.

What we do

Take Two provides individual, dyadic and systemic client facing services including:

- Intensive Therapeutic Service (children referred by Child Protection)
- Therapeutic Foster and Residential Care programs
- Stronger Families program (helping families keep their children out of out-of-home care)
- Restoring Childhood program (working with the child and the non-offending parent after family violence)
- Specific wellbeing programs for very vulnerable groups of children in our community, including; Aboriginal children, and young people who have disengaged with school.

Take Two also provides a range of research, practice development and consultation services. Our research has provided unique insights into what helps and what hinders children from overcoming childhood adversity.

Take Two is highly committed to providing culturally appropriate support to Aboriginal children accessing our services. We employ Aboriginal staff in dedicated positions and work closely with Aboriginal Controlled Community Organisations across the state.

Our Developmental Specialists Team (including a Neuropsychologist, Occupational Therapist and Speech Pathologist) provide individual client assessments and consultation.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Practice Development	<ul style="list-style-type: none"> • In conjunction with the Team Leader and other relevant people, design, organise and deliver high quality training to a range of audiences within and external to Take Two, taking into account individual differences in learning capabilities and preferences • Play a leading role in the provision of professional development, where it relates to clinical therapeutic skills, of allied workers in mental health, child protection, out-of-home care and other relevant services. • In conjunction with the Team Leader, Clinical Practice Development, develop and review practice guidelines including the practice framework, for Take Two. • Assist in the identification of opportunities for practice improvement. • Via consultation with a range of sources, identify training needs in the service • Able to write basic curriculum (learning objectives) for training courses • Directly engage with clinical staff, providing support and coaching during the implementation of new practice initiatives where appropriate. • Coordinate and co-facilitate Take Two practice forums including the Practice Focus and communities of practice. • Support the ongoing NMT certification processes for Take Two clinical staff and participate in NMT certification and maintenance requirements. • Develop tools to support implementation of new practice development and to reinforce understanding of existing tools and practices. • Contribute to the development of new service models where appropriate. • Maintain knowledge regarding new developments in the provision of the work of Take Two. • Support specific partnership activities with other organisations in external projects. • Keep abreast of relevant theoretical, legislative and policy development. • Participate in strategic planning within Take Two that identifies which practice development activities support Take Two in meeting its overall objectives, especially in relation to clinical practice and service system improvement. • Participate in appropriate forums to promote Take Two and contribute to policy development. • In conjunction with the Team Leader and Manager, maintain collaborative working relationships with relevant Berry Street services. • Actively contribute to ongoing evaluation of the practice development strategy
Administration	<ul style="list-style-type: none"> • Participate in Berry Street and Take Two meetings as appropriate. • Provide reports to the Team Leader and Manager as required. • Complete administrative tasks related to practice development
Clinical Understanding	<ul style="list-style-type: none"> • Understand the key theoretical concepts of NMT • Understand the clinical applications of the NMT in the Take Two practice.
Teamwork	<ul style="list-style-type: none"> • Work cooperatively with the system that sits around the child – child protection practitioners, education providers, health providers, care givers and family, with a focus on advocating for the dignity and human rights of the client.

	<ul style="list-style-type: none"> • Work collaboratively with Clinical Practice Development team members to ensure the tasks of the team are delivered as required. • Contribute to a team culture that values learning, and respects collaborative approaches of sharing, listening and respectful challenging.
Self and Organisation Development	<ul style="list-style-type: none"> • Contribute to building the culture of Take Two and your team. • Participate actively in supervision. The Berry Street model of supervision encompasses management, support, development and mediation. It is not supervision to maintain professional standards. It is the forum to discuss clinical governance and risk and seek approvals and guidance as required. • Engage in workplace organisation training and initiatives of Take Two. • Engage in program and organizational practice development forums.
Other	<ul style="list-style-type: none"> • This role is a state-wide role, which will require the person to travel to various sites across Victoria, including staying overnight on occasion. • Berry Street are committed to the safety, participation and empowerment of all children, including those with a disability and culturally and/or linguistically diverse backgrounds. Berry Street are also committed to cultural safety, inclusion and empowerment of Aboriginal children, their families and communities. • Other duties as directed.

INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
Work Environment	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Regular
	Be exposed to all outdoor weather conditions.	Rarely
	Work in unstructured environments (e.g. outreach).	Regular
	Work office hours with the possibility of extended hours.	Regular
	Work in an open plan office.	Daily
	Work in buildings which may be two-storey.	Regular
	Sit at a computer or in meetings for extended periods.	Daily
	Work in an environment with competing demands.	Daily
	Present at court and other jurisdictions.	Occasional
People Contact	Liaise with government, non-government and community organisations.	Daily
	Work with people who may have a physical or sensory disability.	Regular
	Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Regular
	Interact with clients and members of the public who could display verbal or physically challenging behaviour.	Regular
	Undertake training and professional development activities.	Regular
Administrative Tasks	Undertake administrative tasks which may include the following: computer work, filing, writing reports, case notes/plans and client records, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.	Daily
Transport	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regular