

POSITION DESCRIPTION (NON SMT)

Position Title	<p>Senior Clinician (Community 1 – Induction and transition)</p> <p>Senior Clinician (Community 2 – Youth and indigenous)</p> <p>Senior Clinician (Community 3 – Remand)</p> <p>Senior Clinician (Community 4/5 – Protection)</p>
Reference Number	RPPD407
Department	Rehabilitation and Reintegration Services
Position reports to	Manager, Clinical Intervention
Positions reporting to this role	Multidisciplinary team of clinicians
Work Location and Travel	<p>This position is located at Ravenhall Correctional Centre on 101-201, Riding Boundary Rd, Ravenhall, VIC 3023.</p> <p>This position will provide services at GEO's Community Reintegration Centre in Melbourne on a needs basis.</p> <p>Interstate travel may be required.</p>
Organisational Overview	<p>Our goal is to deliver better corrections, and in doing so, create safer communities.</p> <p>We measure our success in delivering 'better corrections' in two ways: against our objective of being Australia's best provider of correctional services, as well as our ability to make these services better over time through innovation and continual improvement.</p> <p>We measure our success in delivering 'safer communities' through our ability to successfully reintegrate the prisoners we release, with corresponding reductions in their rate of reoffending.</p> <p>To reduce reoffending we apply the GEO Continuum of Care:</p> <ul style="list-style-type: none"> • We work not only in our correctional centres but continue our services out into the community to support our prisoners after release • We work not only with our prisoners but also with those critical to their rehabilitation and reintegration such as families, social networks and other service providers • We work not only during our prisoners' sentences but also afterwards as they leave the correctional system and return fully to their communities.



The GEO Group Australia Pty Ltd.

	<p>Our five values which deliver Better Corrections, Safer Communities are that we Partner, we Lead, we Deliver, we Measure and we Respond.</p>
--	---

Operating Environment	<p>Ravenhall Correctional Centre is located in Ravenhall, Victoria, 25 kilometres from Melbourne.</p> <p>Ravenhall is a 1000 (built for 1300) bed medium security prison for adult sentenced males. Its contemporary campus-style design reflects four accommodation communities with varying profiles: 1) induction and transition, 2) youth and indigenous, 3) remand and 4) protection. Community accommodation is complimented by a further 75-bed Forensic Mental Health Unit, 25-bed Unit for prisoners with significant challenging behaviours, and a 25-bed Mission-Based Unit designed to respond intensively and therapeutically to current community issues. In recognition of the importance of Continuum of Care, Ravenhall extends its presence into the community by providing ex-prisoners with access to post-release support at GEO's Community Reintegration Centre.</p> <p>Through investment in opportunities for prisoners to engage in work, education and programs, prisoners are not only held safely and securely but given every chance to turn their lives around. Issues behind much of the crime in our communities – such as violent attitudes, anti-social behaviours and the abuse of drugs and alcohol – are addressed through innovative programs and interventions. At the same time helping prisoners with day-to-day challenges such as gaining and holding down employment and finding a suitable place to live also help prevent a return to crime.</p> <p>Ravenhall's unprecedented emphasis on offender rehabilitation and reintegration is evidenced by a significantly sized team of clinicians, working in concert with a number of Victoria's most respected organisations including Forensicare, Correct Care, YMCA, Melbourne City Mission and The Bendigo Kangan Institute. Together, Ravenhall provides an integrated service system that collaboratively brings about lasting positive change in the lives of prisoners pre- and post-release. Through these partnerships the objective of Safer Victorian Communities is achieved.</p>
------------------------------	---

Position Summary	<p>Ravenhall comprises a team of Senior Clinicians working across accommodation communities, specialist units and portfolios. Senior Clinicians are experienced psychologists, social workers and other allied-health professionals, with experience in leading a multi-disciplinary team of clinicians. Senior Clinicians working in Ravenhall communities report to the Manager of Clinical Intervention.</p> <p>A Community Senior Clinician is responsible for leading and managing a team of clinicians located in one of the four communities. Each community has a different profile and the clinical team are</p>
-------------------------	---

	<p>responsible for providing services responsive to the needs of their prisoner profile.</p> <p>The Senior Clinician provides direct guidance, clinical supervision, coaching and mentoring to their team, in addition to maintaining a small client caseload at a senior practitioner level. They demonstrate strong positive working relationships with custodial staff and demonstrate collaboration with Ravenhall's Alliance Partners, Forensicare, Correct Care and other providers.</p> <p>The Senior Clinician also ensures that clinicians regularly attend GEO's Community Reintegration Centre to provide post-release support to identified high risk and high need ex-prisoners.</p>
--	---

Job Profile

Key Role Accountabilities:

- Participate as a member of the Senior Clinician team at Ravenhall, leading and managing a multi-disciplinary teams of clinicians providing services pre- and post-release.
- Provide clinical leadership, expert advice and consultation to the Manager, Clinical Intervention and other stakeholders on issues related to Continuum of Care; offender rehabilitation and reintegration.
- Efficiently and effectively allocate cases and interventions to clinicians with consideration for balancing caseloads and working to a clinician's strengths and/or level of experience.
- Ensure clinicians are working to a level of clinical output that is consistent with the Ravenhall's overall Program Plan.
- Ensure clinicians appropriately contribute to the case-management planning and review process, undertake relevant and timely clinical and risk assessments, and collaboratively develop and implement appropriate treatment plans.
- Ensure that clinicians adhere to best-practice principles of program delivery including adherence to risk, need, responsivity, program integrity and appropriate exercise of professional discretion.
- Participate in multidisciplinary case reviews including Case-Management Review Committees, and at-risk reviews for prisoners accommodated in your community.
- Liaise with the Research Evaluation and Quality Assurance Coordinator in relation to program and resource scheduling for your allocated Community.
- Manage the scheduling of post-release services at GEO's Community Reintegration Centre for your team.
- Maintain a small caseload of complex clients and/or contribute to the assessment and program facilitation needs of the community, in order to maintain clinical expertise.
- Demonstrate commitment to ongoing quality assurance practices by ensuring team members efficiently and accurately manage clinical data; input into GEO and Corrections Victoria systems, clinical files, case-notes and reports.
- Contribute to the continuous improvement and professional development of the clinical team by providing regular clinical supervision, vetting and providing feedback on clinical reports and case-notes (where required), and regularly observing and providing feedback on assessments and program facilitation.
- Ensure that clinical staff are appropriately recruited, inducted, trained and working in accordance with Ravenhall's Operating Procedures, local and corporate policies.

- Contribute to the facilitation of training for custodial, non-custodial and clinical staff.
- Provide operational and/or clinical supervision to students on placement.
- Participate in clinical supervision and ongoing professional development including participation in supervision training (where required).

General Responsibilities as a GEO Non Senior Management Team Member:

- Ensure GEO’s primary goal of reducing reoffending is at the core of everything you do.
- Inspire and motivate others, communicating professionally and assertively, working harmoniously as part of a multi-disciplinary team. Build and maintain effective professional relationships with internal and external stakeholders.
- Complete work in a timely and consistent manner and to a high quality standard in line with local and/or corporate policies, procedures and operating manuals.
- Have clear understanding of day to day deliverables.
- Complete all required training requirements within designated timeframes.
- Maintain a satisfactory attendance record.
- Understand and ensure that the integrated management system described in the Governance, Risk and Compliance Manual (GRC) and Quality, Environmental, Safety (including Food Safety) Policies is complied with; and ensure any operational, quality, environmental, workplace safety or food safety non-conformance, incident or accident is immediately reported through the appropriate channels.
- Display high levels of integrity and honesty and adhere to GEO’s HR2.01 Code of Conduct and Ethical Behaviour, as well as all other applicable policies and procedures.
- Invest in continuous self-development and the development of others.

Position requirements:

Key Selection Criteria

Essential:

- Full registration as a Psychologist or Social Worker with the Psychology Board of Australia (PBA) or Australian Association of Social Work (AASW), respectively.
- Two or more years of experience as a registered practitioner completing assessments, individual and group interventions, in a correctional, clinical or other relevant setting, preferably with mandated clients.
- Demonstrated knowledge of the Victorian Criminal Justice System including the role of the Courts, prisons, parole and community corrections.
- Demonstrated knowledge of the “What works” literature in offender rehabilitation, in addition to the application of the Good Lives Model (GLM) and principles of Risk Need Responsivity (RNR) in reducing recidivism in offender populations.
- Demonstrated experience in leading and managing a multidisciplinary team of clinical professionals including the provision of clinical supervision, guidance and mentoring.
- Demonstrated ability to liaise, support and reinforce cross-agency consultation and collaboration in order to achieve shared goals.
- Excellent verbal and written communication skills, including the

	<p>ability to effectively and efficiently prepare and vet complex clinical reports.</p> <ul style="list-style-type: none"> • An ability to communicate a clear vision, manage performance expectations, and ensure policies and procedures are adhered to. <p>Desirable:</p> <ul style="list-style-type: none"> • A Masters or Doctoral Degree in Psychology or Social Work. • PBA practice endorsement in a specialist field such as Clinical and/or Forensic Psychology • Recognised PBA Supervisor status for Higher Degree students, 4+2 and 5+1 supervision programs. • Membership of relevant Professional Bodies or organisations.
<p>Other Requirements of the Role</p>	<ul style="list-style-type: none"> • Ability to work within a correctional setting, which will involve direct contact with prisoners. • Valid and current full Australian driver's licence • Satisfactory completion of a National Criminal History Check. • Ability to obtain and maintain a security clearance. • Work outside of ordinary business hours may be required on occasion.

APPROVED BY	SIGNATURE	DATE
General Manager		
Relevant Director		
Director Employee and Industrial Relations		
Managing Director		

Employee Acceptance

I acknowledge that:

- Statements included in this position description are intended to reflect duties and responsibilities that I may be required to undertake and are not to be interpreted as being all inclusive.
- I have read, understood and accepted the above position description and associated attachments.

NAME	SIGNATURE	DATE

Master copy lodged with HO (SMT only)

Master copy lodged with department monitor