drummond street services



Complex Trauma Practitioner Position Description

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| **Position Title:** | Practitioner | **Position Grade:** | SCHADS Award Level 5 |
| **Reporting to:** | Senior Complex Trauma Practitioner Disability Support Service |
| **Position summary/purpose:** | drummond street provides trauma informed, counselling, case work and advocacy services with people with disability and we work to ensure people with disability have the opportunity to safely share their story with the Disability Royal Commission.Our services are open to all people with disability, their families, loved ones and carers, and we assertively engage people experiencing marginalisation and/or discrimination, prioritising First Nations people, people of colour, and/or those identifying as LGBTQI+, with a specific focus on public housing residents.As a Complex Trauma Practitioner, you will provide high quality recovery-oriented, trauma informed counselling and case work support with people with disability (both children and adults) who have experienced violence, abuse, neglect and exploitation, including their families, carers and support workers. |
| **Key Responsibilities** |
| **Trauma informed counselling** * Deliver a range o trauma informed interventions, case work and advocacy for people with disability who have experienced violence, abuse, neglect and exploitation, their families, carers and support workers
* Deliver centre based and outreach counselling sessions through a range of mediums, including face-to-face, phone, on-line platforms
* Provide group programs for people who experience complex trauma, isolation and disadvantage
* Support the design, delivery and implementation of research and evaluation
* Provide community engagement and development approaches to build supportive pathways for vulnerable communities and families
* Develop and implement individual case plans based on targeted and discipline-specific (where appropriate to client needs) assessment, in collaboration with clients, consistent with drummond streets’ (ds) whole-of-family approach.
* Assertive engagement of client cohorts that have specific needs or those considered socially marginalised to lessen the impact of social exclusion, including aboriginal families, emerging culturally diverse communities and greater risk cohorts including LGBTIQA+
* Sound knowledge of disability service systems including disability advocacy and/or preparedness to learn about various service systems, housing, NDIS, accessing the disability support pension, mental health, drug and alcohol, justice and corrections
* Complete all client records and other required documentation
* Ensure adherence to professional practice standards and ds’ policies and procedures including those relating to Practice
* DSS is committed to prioritising child safety and we adhere to the Reportable Conduct Scheme for organisations.

**Supportive relationship-focused interventions*** Provide interventions focused on reducing risk factors and increasing protective factors, in order to facilitate clients’ well being, resilience and connections with families/carers/support workers
* Support clients’ engagement with the Disability Royal Commission, including their submission to the Commission if this is consistent with their aspiration and ds commitment to social justice.
* Provide supports which are person-centred, underpinned by a human rights approach to disability and intersectionality
* Provide educational seminars and group work aimed at enhancing clients’ coping and broadening their support networks and resources

**Networking and Partnerships*** Represent the organisation positively with relevant providers for the purpose of making appropriate client referrals
* Use community development approaches (social justice, intersectionality, equality and mutual respect) to increase self-efficacy and empowerment of the communities
* Contribute to development and delivery of training to community members, partners and broader sector
* Work collaboratively with the transdisciplinary team and other services to identify and address services gaps and client needs

**Research and Evaluation*** Implement and support research and evaluation activities, including with data collection.

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| **Key Competencies/Skills**  | **Experience Profile (incl Qualifications)**  |
| Behavioural Competency* Ability to work independently and within a transdisciplinary team
* Capability with cross cultural communication, facilitation, and training
* Understanding of and experience in working with people from diverse backgrounds including LGBTIQA+, CALD and people with disabilities and neuro-diverse backgrounds
* Ability to work in a high pressure, complex environment
* High level of self-awareness, professionalism and social justice values
 | Technical/Functional* Complex trauma counselling skills
* Experience in trauma informed practice
* Counselling and case work skills including case management/care coordination, prioritisation and administration
* Crisis risk assessment and management skills
* Knowledge of determinants of risk and protective factors for mental health within diverse communities
* Family-aware and inclusive practice
* Sound Information Technology and written and verbal communication skills
* Group facilitation skills
* Current Working with Children Check
 | Essential* Tertiary qualification in a relevant field (e.g., disability studies, Art therapy, mental health, nursing, occupational therapy, psychology, social work and speech pathology)
* Membership eligibility for the relevant professional body
* Demonstrated knowledge and experience with trauma informed approaches
* Demonstrated experience with providing supports to people with multiple and complex disability and needs, including mental health, family violence, housing and substance abuse
* History of working with children and young people with disabilities including those with complex communication
* Demonstrated high level written, oral and interpersonal communication skills
* A genuine interest and commitment to working with LGBTIQA, Aboriginal, refugee, CaLD and other higher risk cohorts.

Desirable* Two years of practice experience in the counselling, mental health, family or disability sectors
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| Position Dimensions | Decision Making Authority |
| Client base: People with disability who have experienced violence, abuse, neglect and exploitation, their families, carers and support workersBroad stakeholder base includes other social services, children’s services, youth services and mental health systems in the Victorian communityTravel for outreach work as required Part-time or full-time, depending on the practitioner’s circumstances | Clinical decisions in the context of counselling and case work in adherence to policies and procedures, ethical obligations and within organisational delegations |