

Position Description

General Details			
Title:	Senior Practitioner - Therapeutic Specialist	Classification:	Senior Practitioners Level 5
Reports to:	Service Manager	Industrial:	General Staff Agreement or equivalent
Program / Unit :	Jo's - Therapeutic Youth Residential Care	Location:	North East Metropolitan Adelaide

Role Purpose

The Therapeutic Specialist-Senior Practitioner is responsible for the design, development and implementation of the therapeutic milieu within Jo's. Key to the role is coaching staff in their practice with young people, providing clinical supervision and regular training that encompasses evidence based trauma informed service delivery that is relationship based and treatment oriented.

Essential Duties and Responsibilities

Function	Key Responsibilities	Key Performance Indicators
Service Delivery	<ul style="list-style-type: none"> ▪ In collaboration with Therapeutic Residential Coordinators and Therapeutic Youth Workers, conduct assessments and develop strategies to ensure young people are successfully matched and transitioned into the service. ▪ In collaboration with Therapeutic Residential Coordinators and Therapeutic Youth Workers, conduct initial assessments for all young people upon their entry to the service. ▪ In collaboration with Therapeutic Residential Coordinators and Therapeutic Youth Workers, conduct ongoing assessments, and develop and deliver Therapeutic Case Plans for young people that are regularly reviewed and updated. ▪ Ensure all young people continue to reside in an environment that is consistently aligned with the service model, in which staff are addressing their complex needs following impacts of abuse, neglect, adversity and separation from family, community and culture. ▪ Ensure all young people's families are connected with the service, when it's safe to do so, and that staff are providing scaffolding to all family members to enable repair and positive relationships following the impacts of child protection intervention. ▪ Ensure all staff are fluent in their understanding of therapeutic care that is informed by evidence based understanding of trauma, attachment, socialisation and child development theories. ▪ Ensure all staff apply therapeutic strategies that are intentional and purposeful, targeted to the key areas of developmental differences. ▪ Ensure there is decentralisation of knowledge amongst all staff – ensuring staff have shared knowledge, shared understanding and a common language that is accessible to all. ▪ Provide informal and ad hoc counselling, crisis support and direct engagement to young people, based on specific needs of staff (e.g. role modelling, coaching and skill development). ▪ Design and facilitate training packages for staff that are based on building empathy and skills development, providing simplified strategies and scaffolding for their practice. 	<ul style="list-style-type: none"> ▪ Service Manager, Therapeutic Residential Coordinators and Therapeutic Youth Workers feedback. ▪ Initial and ongoing assessments carried out within agreed timeframes and quality standards. ▪ Care Plans established and implemented within agreed timeframes and quality standards. ▪ Ongoing communication, instructions and guidance provided to the Therapeutic Residential Coordinators and Therapeutic Youth Workers regarding young people and families in the service. ▪ Group Clinical Supervision conducted fortnightly. ▪ Individual Clinical Supervision conducted fortnightly. ▪ Client files, data entry and other necessary paperwork is completed within agreed timeframes and quality standards.

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	<ul style="list-style-type: none"> ▪ Lead and facilitate Group Clinical Supervision with Therapeutic Residential Coordinators and Therapeutic Youth Workers (via weekly team meetings). ▪ Lead and facilitate Individual Clinical Supervision with Therapeutic Residential Coordinators and Therapeutic Youth Workers (via fortnightly private meetings). ▪ Develop, through advocacy, disability access plans (NDIS), ensuring funding is fully utilized for all young people that enables innovative systems of support for their development. ▪ Develop, through advocacy, health and wellbeing service referrals, ensuring all young people's needs are being met for their development. ▪ Develop service partnerships and linkages to promote joint therapeutic work with schools, disability services, health and wellbeing providers and other professional services. ▪ Develop service partnerships and linkages with peak bodies, networks and educational institutions. ▪ Maintain client files, data entry and complete any necessary paperwork. 	
Values and Service Excellence	<ul style="list-style-type: none"> ▪ Role model the values and priorities of Uniting Communities: <ul style="list-style-type: none"> ○ Courage, Accountability, Respect, Growth and Teamwork ○ Customer service excellence, advocacy and social justice, resilience and wellbeing, U City Community and a motivated and agile workforce ▪ Deliver service in line with Internal Service Excellence: <ul style="list-style-type: none"> ○ Being of service to others / show you care ○ Explore needs holistically and look for opportunities to add value ○ Make it easy 	<ul style="list-style-type: none"> ▪ Leader, team and customer feedback ▪ Personal participation in and promotion of activities ▪ Delivery of agreed objectives and outcomes
Self-Management and Development	<ul style="list-style-type: none"> ▪ Manage self and demonstrate commitment to learning through evaluation and review of own performance, development of skills and knowledge and utilisation of knowledge and information. ▪ Display professional personal presentation. ▪ Undertake personal and technical skills development. ▪ Role model a positive and proactive results focused 'can do' attitude and behaviour. ▪ Develop and foster positive partnerships across the business to improve and support business outcomes. 	<ul style="list-style-type: none"> ▪ Leader and team feedback ▪ Personal participation in and promotion of activities ▪ Delivery of agreed objectives and outcomes
Team Work / Customer Focus	<ul style="list-style-type: none"> ▪ Work and contribute to a successful team environment. ▪ Contribute to the team achievement of defined service standards in a safe and trusting environment. ▪ Cooperate and provide support to team members and managers on day-to-day operational matters. ▪ Undertake responsibilities that will positively contribute to the Community and Uniting Communities' Vision. ▪ Deliver high-level customer service to our internal and external customers and departments. 	<ul style="list-style-type: none"> ▪ Leader and team feedback ▪ Personal participation in and promotion of activities ▪ Delivery of agreed objectives and outcomes
Compliance and Risk Mitigation	<ul style="list-style-type: none"> ▪ Ensure compliance and provide a safe and equitable workplace by adopting safe work practices, following procedures and policies and respecting and appreciating diversity. 	<ul style="list-style-type: none"> ▪ Leader and team feedback ▪ All compliance and audit requirements are met

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	<ul style="list-style-type: none"> ▪ Ensure compliance with all statutory, legal and ethical obligations and compliance audits. ▪ Identify and implement risk minimising strategies and practices. 	
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Selection Criteria

	Essential	Desirable
Training / Qualifications	<ul style="list-style-type: none"> ▪ Tertiary qualification in Psychology, Social Work, Social Science or the equivalent. ▪ Attend all compulsory training required by the Department of Child Protection and Uniting Communities, within allocated timeframe. 	<ul style="list-style-type: none"> ▪ Masters in Psychology, Social Work, Social Science or the equivalent.
Experience / Knowledge	<ul style="list-style-type: none"> ▪ Professional experience in the delivery of counselling services with young people who have complex needs. ▪ Experience in the design and development of therapeutic interventions and programs. ▪ Experience working with young people who are placed under the Guardianship of the Minister. ▪ Experience working with young people who have complex trauma. ▪ Experience dealing with conflict and crisis. 	<ul style="list-style-type: none"> ▪ Professional experience in designing, developing and implementation of the therapeutic program. ▪ Professional experience in working within the Child Protection System in South Australia, and current reforms.
Skills / Abilities	<ul style="list-style-type: none"> ▪ Excellent written and oral communication skills. ▪ Ability to communicate and engage with a wide range of people. ▪ Ability to manage competing priorities and multi task. ▪ A strong and ethical customer service approach. ▪ Sound knowledge and application of the MS Office suite of applications. ▪ Strong administrative and organisational skills. 	
Licenses	<ul style="list-style-type: none"> ▪ Maintenance of a full, unrestricted South Australian Driver's License. ▪ National Police Check. ▪ WWCC Child Related Employment Screening. ▪ Safe Environments for Children and Young People. ▪ DCP Assessment– Suitable Outcome ▪ Senior First Aid Certificate. 	

Special Conditions

- Work hours will vary based on the needs of staff that are rostered on a 24/7 basis, rotating each week between 7am, 9am and 10am start times, Monday to Friday.
- Participate in an On call Roster
- We will require, at our cost, that you submit to an assessment as per The Children and Young People (Safety) Regulations 2017, to confirm your suitability for this role
- Duties of the position may vary according to business needs.
- Work from any other metropolitan or regional location as required.

Some travel interstate and intrastate may be required.

Staff Member name:		Staff Member Signature:		Date / /
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Copy of My Commitment to Uniting Communities (UC) for all positions at UC attached.

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MY COMMITMENT TO UNITING COMMUNITIES

At Uniting Communities everyone works as a team to ensure the following:

1. ACCOUNTABILITY

- Work within the vision and values and policy framework of Uniting Communities.
- Participate in the development of policies, procedures and work instructions as directed.
- Delegate authority and responsibility as defined within the Delegations of Authority Policy.
- Managers and Clerical staff will ensure organisational policies, procedures and relevant standards are adhered to, in relation to administrative and financial operations and observe the delegations as outlined in our organisational policy.
- Supervisors will ensure a safe and respectful workplace for all staff.

2. WORK HEALTH SAFETY

- Cooperate with all policies, procedures and work practices and maintain currency of knowledge in relation to Work Health and Safety.
- Take reasonable care for your health and safety and for the health and safety of others.
- Follow all reasonable instructions given by management.
- Supervisors will ensure work is performed in a safe way and policies, procedures and safe work practices are observed for all staff.

3. EVERYDAY COMMUNITY ENGAGEMENT

- Examine, develop and encourage ways to reach out and involve clients you work with in their communities, and communities in the work with our clients.
- Seek ways in which to enable people to reconnect with community.
- Facilitate community in its various forms and guises, to embrace and include all of its members.
- Assist in the achievement of Uniting Communities' overall goal to build a society which is compassionate and better able to support and care for its members and enables all people, regardless of their background or disadvantage, to participate and to flourish.
- Supervisors will support staff members working with clients by examining and implementing Everyday Community Engagement approaches core to our everyday activity in a form relevant to the work of that service.
- Supervisors will ensure that staff members understand the role of Community and that every staff member has the capacity to apply an Everyday Community Engagement approach to their everyday work by providing training, supervision and support with this aim in mind.

4. SAFE ORGANISATION FOR CHILDREN AND OTHER VULNERABLE PEOPLE

- Familiarise self and adhere to organisational policies and procedures in relation to children, young people and vulnerable adults.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children and other vulnerable people who come into association with the organisation.
- Supervisors will ensure child safe requirements are handled as part of supervision processes.

5. BEYOND CARBON NEUTRAL

- Support and embrace Uniting Communities' carbon reduction commitment, minimising environmental impact in the performance of your role, supporting and encouraging staff to do likewise.