

Position Description

Therapeutic Specialist

Scope of role	
Mission	Therapeutic Specialist roles (Mental Health Practitioners, Psychologists, Family Counsellors, Occupational Therapists and Speech Pathologists etc) are key positions across the organisation to assess and address the needs of children and young people in our programs through direct work with young people and the support and training of staff.
Organisational Benefit	This role works closely with staff to deliver appropriate therapeutic interventions with children and young people who have experienced significant trauma, to ensure that all decisions reflect the needs of the child or young person and are guided by principles of permanency planning

Primary Deliverable & Measures	
<p>Primary accountabilities will include but are not limited to:</p> <ul style="list-style-type: none"> Assessing needs of children and young people then working in partnership with internal services and external agencies to address these needs Working collaboratively with staff to deliver appropriate interventions including the development and implementation of Treatment Plans, Restoration, Fostering, Adoption, Kinship Care, or alternative placements Providing therapeutic trauma informed supervision, training, support and consultation to staff, carers and volunteers in the delivery of programs for children and young people in care Working with the allied health team to remain at the forefront of evidence-based practice and research Working with staff, carers and volunteers to create supportive therapeutic environments, responsive to the emotional, social and educational needs of young people Providing individualised support to young people and working to engage them in processes Supporting transitions such as entry and exit into different programs 	<p>The success of these deliverables will be measured by way of:</p> <ul style="list-style-type: none"> Timely completion of assessments, development of treatment plans and collection of outcome data Collaboration with staff in the delivery of interventions Supervision, training and support for staff and young people are provided on a regular basis Initiate, lead and develop research initiatives across the organisation Supportive therapeutic environments are created organisation wide Young people are consistently involved in developing and monitoring their supports Timely transition plans are developed with young people whenever placement changes occur Implementation milestones are met Group sessions are delivered to

<ul style="list-style-type: none"> • Implementation of the therapeutic models of care into service practice • Facilitate group-work sessions for young people and staff as required • Co-ordinating and leading Care Team Meetings and Reflective Practice for staff • Creating and co-ordinating and monitoring the timely review, of Behaviour Support Plans • Completing assessments and co-ordinating the collection of assessment and outcome data 	<p>staff and young people</p> <ul style="list-style-type: none"> • Care team meetings for young people and Reflective Practice Supervision for staff are held at least monthly • Behaviour plans are consistently up to date • Timely completion of assessments and collection of outcome data by the team
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Selection Criteria	Requirement Descriptors
<p>The skills required for the Therapeutic Specialist to demonstrate success within their role</p> <p>Qualifications:</p> <ul style="list-style-type: none"> • Relevant tertiary qualifications in Social Work, Family Counselling, Psychology or equivalent • Minimum 5 years' post-graduation experience • Current registration with the professional peak body relevant to their qualification <p>Experience & Skills:</p> <ul style="list-style-type: none"> • Previous experience in working with children and young people experiencing complex trauma and working with families within the child protection system • Demonstrated experience in working with the issues faced by children and young people of a complex trauma background, and a demonstrated capacity to assist staff to support young people <p>Work Requirement:</p> <ul style="list-style-type: none"> • Current and valid First Aid and CPR certification • Working with Children Check • Clear National Criminal History Check • Unrestricted NSW driver's licence • Eligibility to work in Australia <p>Desirable:</p> <ul style="list-style-type: none"> • Training and experience in working in disability services, drug and alcohol, mental health and juvenile criminal justice. <p><i>In all working relationships, internal and external, Marist180 expects a high standard of professional and ethical behaviour and a commitment to the agency's philosophy, mission and values.</i></p>	<ul style="list-style-type: none"> • Knowledge: Demonstrate understanding and ability to apply therapeutic and trauma informed practice principles • Demonstrate capacity to apply strengths based practice and recovery oriented approaches • Professionalism: Ability to support both children and young people and care staff in the context of crisis and critical incidents • Analytical: reviews arguments and takes a systematic approach to creating and presenting new developments Collaborative: works well with others and engenders a spirit of trust and teamwork • Drive: is able to work to strict deadlines, and ensure contributors stay on track • Resilience: overcomes obstacles, learns from prior impediments and recovers from setbacks through self-development • Self-disciplined: manages their own time effectively and retains a strong work ethic despite distractions and conflicting priorities • Ethical: has integrity and principles reflective of the standards and codes of conduct expected • Client focused: prioritises the needs of clients and is outcomes focused • Stakeholder Management: has collaborative and influential stakeholder management capability

Role grouping	Therapeutic Specialist	Business unit	Therapeutic Services
Reports to	Senior Therapeutic Specialist	Direct reports	0
Employment Contract	HPSS Level 2	Date of Job Description	September 2019

Therapeutic Framework

Our therapeutic framework seeks to improve the lives of all the people Marist180 serves through individualised, evidence based, and trauma informed practices. Our model applies needs assessments, service delivery, as well as community engagement and capacity building, to create environments for safety, change and growth towards independence and sustainable success. We do this through consistent and caring responses to universal and individual needs, client led goal setting and program co-design, and by working with trauma related and developmental bio-psycho-social needs in the context of a strengths based, recovery oriented approach. We recognise the work of A Maslow, B Perry and Blaustein & Kinniburgh as pillars for our trauma informed practices, and apply Attachment Regulation and Competency skills in our practices.

Our outcomes framework has baseline metrics, qualitative feedback and employ S Miller's work on self-directed outcome measurement. Through assessment of needs we can clearly identify goals people wish to achieve, their strengths and match supports to their desired outcomes. By meeting the unique needs shaped by individual trauma and developmental experiences, in a culturally aware and confident manner with evidence based and trauma informed therapeutic services, the journey towards trauma integration and recovery can be commenced. In educating the community, and creating community connections to last lifetimes, we build capacity for all people to be supported and true trauma informed practices to take place.