


	<b>Position Title:</b> Clinician – Restoring Childhood	<b>Team:</b> Take Two - Restoring Childhood	  
	<b>Band:</b> A	<b>Salary:</b> Stream 2, Level 5	<b>Date:</b> September 2021

OUR VISION AND PURPOSE	ROLE CONTEXT
<p><b>We believe children, young people and families should be safe, thriving and hopeful.</b></p> <p><b>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</b></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><b>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</b></p>	<p>Take Two is an intensive therapeutic service for infants, children and young people who have suffered trauma, neglect and disrupted attachment. It provides high quality therapeutic services for families as well as contributing to the service system that provides care, support and protection for these children.</p> <p>The Restoring Childhood Model (RCM) sits within the Take Two service and is part of a wider consortium of services that have been newly funded by the Victorian Government to provide therapeutic services to victim survivors experiencing or recovering from family violence.</p> <p>In the North Eastern &amp; Hume Moreland areas Berry Street is the lead agency charged with delivering therapeutic family violence services through the Northern Healing and Recovery Program (NHARP) to victim survivors experiencing or recovering from family violence. The consortia partners are Kids First, inTouch Multicultural centre against Family Violence, Rubix Support, The Victorian Aboriginal Child Care Agency (VACCA) and Thorne Harbour Health.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p><b>We expect all staff to apply these Values in all aspects of their work.</b></p> <p><b>Courage:</b> to never give up, maintain hope and advocate for a ‘fair go’</p> <p><b>Integrity:</b> to be true to our word</p> <p><b>Respect:</b> to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p><b>Accountability:</b> 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><b>Working Together:</b> 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"> <li>• Provide high quality trauma and violence therapeutic services to infants, children, young people and their families and adults at each stage of the stepped care model.</li> <li>• To work cooperatively with both internal and external stakeholders, providers concerning the child development, mental health and well-being needs of infants, children and other mothers affected by violence.</li> </ul>
	REPORTING RELATIONSHIPS
	<p>This role is based at our Eaglemont Office in the Northern Region, Wurundjeri Country.</p> <p>This role reports to a Senior Clinician who will provide supervision and review.</p>

EXPECTATIONS	
<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> </ul>	
KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE	
<ul style="list-style-type: none"> <li>Demonstrated expertise of developmental trauma and the impact of family violence and trauma upon infants, children and parenting, and child-parent relationships.</li> <li>Demonstrated ability to provide direct service in the clinical assessment and treatment of infants, children, young people and families; including experience specifically in providing dyadic and group clinical interventions for children and parents together, and to comply with service delivery towards output and outcomes requirements.</li> <li>A strong understanding of the complexity of the family violence and child protection and family violence service systems and the issues involved in providing services to clients.</li> <li>Demonstrated knowledge of the Safe &amp; Together™ Model of practice</li> <li>Ability to provide secondary consultation and advice to non-clinical staff, including parents, health, education and statutory services</li> <li>Demonstrated commitment to working collaboratively and the capacity to negotiate and liaise with other agencies and the community, including CSOs, statutory and justice services</li> <li>Sound clinical skills in working with infants and parents and older children.</li> <li>Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).</li> <li>Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.</li> </ul>	
QUALIFICATIONS AND OTHER REQUIREMENTS	DESIRABLE
<ul style="list-style-type: none"> <li>A tertiary qualification in Social Work, Psychology, Welfare or related discipline</li> <li>Experience in working from a feminist framework in the family violence domain.</li> <li>Experience in using family violence risk assessments.</li> <li>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 appearances.</li> </ul>	<ul style="list-style-type: none"> <li>An understanding of the Child and Family Services sector and an understanding of the Children, Youth and Families Act 2006 and Family Violence Protection Act 2008</li> <li>An understanding of the issues involved in working with families with diverse needs - i.e. CALD or disability (physical, sensory, intellectual or psychiatric)</li> <li>Training (e.g.EMDR) or experience in working with vulnerable children, adults and families, individually and in group work</li> </ul>

## 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 the Child Trauma Academy 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 the child's trauma, and how it's impacting their development and behaviours.

We use the Neurosequential Model of Therapeutics (NMT) to guide treatment and intervention planning. Based on current neuroscientific research, the NMT model 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 and treatments 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.

## ABOUT RESTORING CHILDHOOD

Restoring Childhood provides therapeutic services to victim survivors of family violence and their children inclusive of cis gendered heterosexual women and, their children; and people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) and their children.

Underpinning the service provided by Restoring Childhood is a commitment to work within an intersectional feminist framework that recognises that gender inequality and the privileging of heterosexual, cis gendered masculinity drives violence against heterosexual, cis gendered women and their children and against people from the LGBTIQ+ communities.

The service acknowledges the social pattern of inequality in which violence and abuse is perpetrated. The service works from a framework that attempts to promote victim survivors' sense of self and encourage their own agency (empowerment). This framework incorporates an understanding of the multi factorial contributors to the experience of family violence by any individual.

This includes contextualising a person within their culture. In our work with Indigenous people we understand that colonisation and the resulting destruction of kinship networks, i.e. the targeted disruption to secure attachments through institutionalisation has resulted in significant transgenerational trauma which continues to impact on the Aboriginal community and influences the perception of the community towards services such as Berry Street.

The service also acknowledges that people from Culturally and Linguistically Diverse (CALD) communities bring experiences from their countries of origin and cultures (including political and religious status) and migration histories that require recognition.

This service acknowledges the power imbalance experienced by people with disabilities when they are dependent on others for their care. This imbalance increases the prevalence to all forms of violent and controlling behaviours.

The service has an appreciation of the negative impact of family violence on the development and well-being of children and adolescents.

The service operates within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations.

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
<b>Direct Service Delivery</b>	<ul style="list-style-type: none"><li>• Contribute to the delivery of clinical services comprising of triage, assessment and treatment of families referred to the Restoring Childhood Team.</li><li>• Provide secondary consultation concerning the infant, child and parent mental health and family violence risk management needs of clients.</li><li>• Collaborate and incorporate family violence risk assessment and case management.</li><li>• Ensure all data requirements and client documentation are completed within the required time frames and of a high quality.</li><li>• Complete clinical work within the required timeframes.</li><li>• Maintain collaborative working relationships with both internal and external key stakeholders.</li><li>• Participate in team meetings, training and other meetings as appropriate.</li><li>• Keep abreast of relevant theoretical, legislative and policy development.</li><li>• Other duties as directed.</li></ul>
<b>Interventions</b>	<ul style="list-style-type: none"><li>• Provide therapeutic interventions specified in the goal and intervention plan, in collaboration with the client, family and care team.</li><li>• Use a variety of evidence-informed approaches appropriate to your client.</li><li>• Treatment can be at the levels of the individual child, child focused parenting therapy, the family system, the care team system, group work or a combination.</li></ul>

	<ul style="list-style-type: none"> <li>• Key therapies provided are family or child psychotherapy (which is informed by principles of relational therapies), dyadic therapy between child and adult (to build and repair relationship) and psycho-education and systems work for carers, early childhood/education services and others included in the child's therapeutic web.</li> <li>• Develop and sustain therapeutic relationships with and between the child and adults in the child's therapeutic web.</li> <li>• Identify and respond to clinical risk as appropriate.</li> <li>• Conduct regular reviews of the therapeutic progress to recognise when the treatment goals have been met and the episode of care is completed and initiate case closure procedures.</li> <li>• Provision of secondary consultation and advice to non-clinical staff, carers and family members working in Care Teams.</li> <li>• Monitor and manage the clients emotional/physiological arousal during sessions.</li> <li>• Attends court and gives evidence that may include their professional opinion based upon assessment reports and professional observations on the child/young person's development and relationships with significant others.</li> </ul>
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>• Work cooperatively with the system that sits around the child – family violence practitioners, integrated family support workers, The Orange Door, 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.</li> <li>• Clinicians work in a team to ensure the workplace is a learning environment and are required to share and listen to others.</li> <li>• Participate in case presentations and other clinical development opportunities to assist self and colleagues.</li> </ul>
<b>Administration</b>	<ul style="list-style-type: none"> <li>• Complete assessment, review and closure reports within Take Two guidelines and in agreed time frames.</li> <li>• Maintain up to date files, including timely and succinct case notes, and update data bases as required and expected.</li> <li>• Preparation of files for subpoenas and court as required.</li> <li>• Complete case reviews as requested.</li> </ul>
<b>Self and Organisation Development</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Engage in workplace organisation training and initiatives of Take Two.</li> <li>• Engage in Communities of Practice and Friday Focus.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Self-manage risk and safety in clinical practice and work environments.</li> <li>• Other duties as directed.</li> </ul>

**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
<b>Work Environment</b>	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.	Regular
	Work in unstructured environments (e.g. outreach, working from home).	Regular
	Work office hours with the possibility of extended hours.	Regular
	Work on-call after 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
<b>People Contact</b>	Liaise with government, non-government and community organisations.	Daily
	Work with clients 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
	Facilitate access to specialist, generic and community services.	Daily
	Undertake training and professional development activities.	Regular
<b>Administrative Tasks</b>	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
<b>Transport</b>	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regular
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Occasional