

## Position Description

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Program or Function name:	<b>Multisystemic Therapy (MST)</b>
Role Title:	<b>Family Therapist (MST)</b>
Award Classification: (If relevant)	<b>Non award</b>
Location:	<b>Frankston and Work from Home</b>
Employment Status:	<b>Maximum Term</b>
Reports to:	<b>MST Clinical Supervisor</b>

### OzChild

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Founded in 1851, OzChild support vulnerable children and young people by providing healing, preventing abuse and neglect, and strengthening families.

It is our goal to see that all children and young people are safe, respected, and nurtured, and reach their full potential.

### Child Safety

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We are committed to protecting children and young people from all forms of abuse, bullying, exploitation and neglect, and to creating environments in all our programs and services where children are safe and feel safe.

We are committed to listening to children and addressing any concerns they raise with us. OzChild will treat all allegations of child abuse very seriously. We will report all allegations in compliance with incident reporting, mandatory reporting and reportable conduct requirements.

All OzChild People are required to support this commitment to child safety, and to behave appropriately towards children at all times.

### Role Purpose Summary

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MST is an evidence-based program that works to empower families to understand the factor's which drive a young person's offending behaviour and introduce interventions to support them to make positive changes in their lives. Therapists receive full training in the MST model and framework, and are supported with weekly supervision and consultation, and quarterly booster sessions on areas of the model the team wish to develop upon.

MST works across systems and for each young person MST therapist's gather a deeper understanding of their ecology, including peers, school or work, activities or interests, and support services. This will inform the therapist's understanding of any challenges or opportunities existing within the young person's ecology, and therapist use their experience building strong stakeholder relationships to help enact these



changes. Therapists contribute to pre-existing Care Teams and at times may take the clinical lead to ensure efficient collaboration and communication.

MST Ozchild is a small and dedicated team of therapists working with small caseloads of no more than 5. Although based in Frankston, therapists have the option to work largely from home and have access to hot desks in any of the OzChild offices. Therapists work flexibly to deliver outreach to MST families and stakeholders within the South East Melbourne region across the week and are provided a company vehicle or car allowance. One way we support our families is to provide oncall 24/7 phone support to help with the implementation of interventions or support our families to overcome challenges as they arise. The provision of this service is shared amongst therapists, typically equalling one week out of every three to answer any out of hours calls. Although support is largely provided in general working hours, this additional service helps MST families to know they are not alone and allows for immediate guidance and problem-solving in the moment.

The role of MST Family Therapist will support the OzChild Way behaviours and accountabilities as follows:

- **We deliver evidence-based services:** Utilise your professional knowledge and skills to monitor, review, develop and maintain policy, procedure, practices and guidelines that supports the accurate and timely completion of processes and reporting to support our Service Delivery and Program Teams.
- **Our customers determine our success:** Support and continually develop and enhance networks within OzChild and the capability of our Service Delivery and Program Teams to support the effective delivery of high quality services to children and young people, their families and to carers/volunteers.
- **We deliver innovative solutions:** Engage others in the development of functional plans, tactics and activities to support innovation in services and achieve the desired outcomes articulated in the OzChild Strategic Plan.
- **We set each other up for success:** Support collaboration with internal and external stakeholders and directly support your team and the Service Delivery and Program Teams by providing the necessary guidance, development, and tools for people to achieve success in their roles.
- **I learn, adapt, grow, and embrace my cultural competence:** Demonstrate a willingness and energy for personal learning, adapt to and embrace change, and develop your cultural competence.

### Position Specific Responsibilities

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- Conduct assessments including review of referral information, identifying and engaging key participants, identifying systemic strengths and weaknesses, and utilising MST-specific assessments.
- Engage primary caregiver(s) and other key participants in active change-oriented treatment by identifying and overcoming barriers to engagement.
- Implement a problem conceptualization, treatment planning, intervention implementation, case outcome review, and strategy revision procedure using the MST Analytic Process.
- Maintain clear and concise documentation of treatment efforts that promote peer and supervisory review and feedback, and that demonstrate compliance with the 9 MST Principles and the MST Analytic Process.
- Engage and collaborate with all relevant systems and key participants within each system, to maintain alignment throughout MST treatment.
- Provide direct clinical treatment using methods compatible with MST principles and practices.
- Participate in all MST training and weekly supervision and consultation activities.



## Key Job Relationships

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### Internal

- All OzChild employees
- Young People and their families

### External

- Other Government Bodies
- MST Services
- Other Community/welfare agencies
- Peak welfare associations and networks
- Department of Justice
- Corrections

## Qualifications

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### Essential

- Bachelor in Psychology, Social Work, Counselling or a related subject with experience. Masters degree is preferable but not essential if candidate has experience in the sector.
- Agreement to participate in a specific clinical delivery model (MST). Participation in the 24/7 on-call roster (shared amongst team) to answer any after hours or weekend calls.

## Skills and Experience

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### Essential

- Collaboration and partnership with community agencies
- Previous experience providing in-home, outreach, or community-based therapeutic services.
- Demonstrated ability to engage key stakeholders and work systemically including as clinical lead.
- Proven ability to plan and deliver evidence-based interventions with individuals or families or systems.
- Knowledge and understanding of cultural sensitivities and demonstrated ability to engage and effectively work with Aboriginal and Torres Strait Islander people and CALD communities.
- Demonstrated problem solving and analytical skills, oral and written communication (computer) skills and interpersonal skills.
- Proven ability to effectively and independently time manage caseload and documentation requirements.
- Experience conducting risk assessments and completing safety planning.

### Desirable

- Familiarity with Social ecological theory and application
- Individual therapy with children and adults using cognitive behavioural techniques.
- Family therapy experience.
- Implementation of interventions within or between systems in the youth's natural ecology that affect or influence the behaviour of youth (i.e. family, peer, school, and neighbourhood)
- Relevant experience working with marginalised, minority and difficult to engage young people and/or their families.
- Demonstrated experience or knowledge in models or interventions relevant to the treatment of families or anti-social youth such as family/caregiver systems theory and interventions and behavioural cognitive therapies.



## Screening and Licences

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- OzChild conduct interviews, reference checks and ensure the completion of satisfactory safety screening including National / International Police Check and Working with Children Checks relevant to the State or Territory that employment and undertaking of position occurs.
- Must be able to drive, provide and maintain a valid Drivers' Licence

## Mandatory Training

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- All employees of OzChild are required to complete Mandatory Training and Program Specific training upon commencement of employment and complete refresher training as required.

## Organisational Responsibilities

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- Demonstrated ability to work as part of, and contribute to, a person-centred team.
- Facilitate good working relationships with all services of OzChild, the clients, their families and other people significant to the client.
- Undertake all interactions with clients, families and co-workers in a culturally sensitive manner and take appropriate account of cultural and linguistic diversity.
- Attend client, employees related meetings, workshops, conferences and training as required.
- Ensure privacy and confidentiality are upheld at all times.
- Be familiar and comply with OzChild policies, procedures and other work instructions as updated from time to time.
- Represent OzChild and our services in a positive manner at forums, meetings and training with external agencies.
- Assist in the development of continuous improvement and service accountability initiatives as needed.

## OzChild People Responsibilities

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- Ensure compliance with OzChild's Code of Conduct, policies and procedures, and commitment to cultural awareness and child safety;
- Demonstrate commitment to diversity, respect differences and foster an environment and relationships that are safe, healthy, positive, supportive and free from all forms of harassment, bullying and discrimination;
- Participate in and complete all mandatory training, and participate in other training and development opportunities to ensure they have the necessary qualifications, skills, certificates and clearances to meet the requirements of their position;
- Embrace and utilise technology and new ways of working to enhance collaboration, effectiveness and outcomes;
- Ensure the safety and well-being of self and others;
- Work together as a team and encourage and support others within their team;
- Speak up, and making it clear when behaviour is unacceptable;



- Support those who are affected by breaches of policy or procedure and encouraging them to take action;
- Raise concerns and or complaints in a constructive manner, including identifying possible solutions.

### **Safety and Wellbeing Responsibilities**

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- Assume accountability for safety and wellbeing for self and others;
- Undertake all duties safely and in accordance with applicable policy, procedures and processes;
- Participate in safety and wellbeing consultative forums and contribute ideas to improving safety and wellbeing;
- Where appropriate, participate in workplace safety and wellbeing training, programs and initiatives;
- Report all work health and safety breaches, hazards and incidents, and assist with actions to reduce and eliminate risks.;
- Report any work related or non-work related injury or illness;
- Support return to work programs to facilitate safe and durable return to work for OzChild People, where possible, for both work related and non-work related Health Condition/s.

**Responsibilities stated herein reflect the primary functions of this job and should not be construed as an exhaustive list of duties. They may vary or be amended from time to time without changing the roles level of responsibility.**

*I have read and understood the position description.*

Team Member Name:

Team Member Signature:

Date:

[Click here to enter a date.](#)

