Position Title	Clinician
Team	Psychological Wellness Team
Reports to	Manager of Clinical Services
Date effective	June 2022
Location	Richmond / Northern Suburbs

About Lighthouse
Lighthouse Foundation support and care for some of Australia's most vulnerable children, young people, and babies who typically come from backgrounds of long-term neglect, abuse, and homelessness. Many traumatised young people develop a sense of the world as being unsafe, unjust, untrustworthy, and unpredictable. This can lead to problems in forming healthy, trusting relationships and having core human needs met. The Lighthouse Model of Care (LMC) is a treatment approach that sees, recognises, and responds to these complex features.

The LMC integrates trauma-informed practice, attachment theory, and contemporary psychoanalytic theory to create a holistic therapeutic treatment environment in which the mental and physical wellbeing, and social and emotional capacities of young people in Lighthouse programs are developed and enriched. The LMC provides the clinical underpinnings of Lighthouse Foundation programs and informs and guides decision making with our young people.

More broadly, the LMC informs and guides decision making throughout the organisation. For example, trauma informed practice does not mean simply applying these principles to our young people in isolation, but building and maintaining an organisational culture that promotes psychological safety and wellness of all its members. Lighthouse also places significant importance on the role of organisational structure as a source of containment for staff, volunteers, and those we care for. Line management structures operate to hold and contain staff and young people in our care by providing clear levels of responsibility both, operationally and clinically. Over the past 30 years, Lighthouse has successfully supported more than 1,000 children and young people to break the cycle of homelessness and pursue a safe and meaningful life.

Lighthouse celebrates diversity and affirm the right of access, equity, and equality across our programs and throughout our organisation. We are inclusive of all sexual orientations and gender identities. We also practice from a position of cultural safety and awareness, across diverse languages, religions, and cultures.

Vision
A safe home and community for homeless kids to belong, heal and thrive.

Mission
We provide therapeutic homes and create a caring community for homeless kids and foster families. Through the Lighthouse Model of Care our kids receive the level of support required to achieve a lifetime sense of belonging, the opportunity to heal and the capacity to thrive.

Our Values
We are respectful, kind, courageous, thoughtful and committed.

Position Overview

The role will provide clinical support and governance to Lighthouse young people and staff, specifically:

- providing reflective practice to therapeutic carers via individual and group supervision;
- providing therapeutic and trauma informed interventions to carers responding to children expressing trauma;
- psychological assessments and reports;
- program development;
- providing therapeutic and psycho-educational group programs;
- providing psychotherapy;
- providing clinical input at care team meetings;
- consulting on the development and maintenance of young peoples' therapeutic programs

This role will also require the clinician to produce detailed case studies, reports/papers and contribute to research in consultation with the Manager of Clinical Services and the Lighthouse Institute.

Role Specific Requirements	
Area of Responsibility	**Activities** *(performance measured against activities during reviews)*
Clinical Consultation and Reflective Practice	• Provision of reflective supervision and debriefing to care staff members as required. • Involvement in the development and implementation of clinical care protocols and therapeutic interventions • Consultation with internal and external care team members to develop and support young people's therapeutic journey • Support work on policy initiatives for therapeutic crisis management, care planning and adherence to the Lighthouse philosophy and principles • Utilising psychometrics for treatment purposes • To deliver training as part of the Lighthouse Professional Development Program as required • Maintain links with external health care professionals and outsource relevant psychotherapeutic services/individuals as required
Assessment	• To conduct psychosocial screens for applicants to Lighthouse • In consultation with the Manager of Clinical Services, to develop and amend, current assessment tools and processes • Periodic psychometric assessments of young people for recovery progress reviews • Development and administration of individual development plans for young people
On Call Duties	• The role may require after hours work at times as per the therapeutic needs of the Lighthouse Community • The role will require participation in a Rostered After Hours on Call System
Research/Reports	• The role will require, up to one day per week devoted to producing detailed case studies, reports/papers and research
Relationship Management (internal and external)	• The Clinician is required to role model the values of Lighthouse Foundation and the Therapeutic Family Model of Care which include Respect, Courage and Kindness. • The Clinician reports directly to The Manager of Clinical Services

	• The Clinician is part of the Psychological Wellness and Care Teams. Strong relationships with all Lighthouse stakeholders including Direct and Indirect Care staff, Volunteers, Community Committees and other stakeholders
Legal & Regulatory Compliance	• Comply with legislation and regulations applicable to the role, including but not limited to: • OHS legislation • Privacy & Confidentiality legislation

Organisational Specific Requirements	
Organisational participation	• Attend and facilitate team meetings, trainings, whole staff meetings and planning days • Contribute to the implementation of reliable and predictable community events on the weekends • Contribute to collaborative practice across the organisation
Professional development	• Participate in regular supervision, professional development and review meetings • Attend regular group processes and trainings as required • Contribute to a culture that is reflective, inclusive and open
OH&S	• Exercise a duty of care to work safely, taking reasonable care to protect your own health and safety and that of your fellow workers, volunteers and young people including following safe working procedures and instructions
Risk	• All Lighthouse staff are responsible for applying a continuous quality improvement approach to all tasks • Identify and communicate any risks in Care
CQI	• All Lighthouse staff are responsible for applying a continuous quality improvement approach to all tasks
Commitment to Lighthouse culture	• Staff are expected to participate in the processes and practices that uphold the Lighthouse culture
Commitment to trauma informed practice	Staff are expected to: • Engage in personal and professional development to integrate their understanding and response to people and systems that have been impacted by trauma • Create or maintain a physical and emotional environment that promotes healing • Engage in conflict resolution processes when required

Performance Measurements

An annual work plan will be developed in line with the Position Description and Lighthouse Foundation's Annual Business Plan to measure performance.

Authorities – Financial and People

- Seek approval for all unbudgeted expenses
- All other authorities listed under the Lighthouse Delegation of Authority policy

Qualifications and Licences

- Social Worker
    - Accredited Mental Health Social Worker (desirable)
- Psychologists

    - Registration with the Psychology Board of Australia
- Occupational Therapists
    - Registration with the Occupational Therapy Board of Australia
- Allied Health Workers Eligibility for relevant board approved registration
- Current driver's licence
- Valid first aid certificate (if necessary) (or willingness to obtain one)
- Criminal Records check
- Current Working with Children check

Key Selection Criteria

Essential

Experience working with youth in a therapeutic setting. Experience in counselling and/or psychotherapy with children, young people or families.

Knowledge of:

- Attachment Theory
- Trauma and trauma informed practice
- Infant mental health, child and adolescent development
- Psychodynamic principles, interpersonal and group dynamics (desirable)

Demonstrated skills in:

- Suicide recognition, prevention and intervention
- Ability to assess level of risk surrounding decision and outcomes
- Group facilitation skills
- Highly developed oral and written communication skills
- Psychological research implementation and reports

Interpersonal Skills

- A strong desire to actively engage in reflective practice
- A personal commitment to self-development
- A commitment to working through workplace conflict
- Proven relationship building and networking skills
- Ability to form meaningful relationships
- Genuine passion for working with young people

Employment Conditions

- Full time and Part-time positions available, with flexible work practices negotiable.
- Compliance with Lighthouse Foundation's Code of Conduct, including the Child Safe Code of Conduct, policies, and procedures
- Lighthouse Foundation takes all reasonable steps to facilitate and maintain a safe environment for children, young people, and all participants of our service. It is for this reason that Lighthouse requires all potential employees to undergo a psycho-social assessment prior to confirmation of employment.
- Terms and conditions of employment are outlined in employment contracts
- COVID-19 vaccination certificate required upon employment.

Manager	**Staff Member**
Name:	Name:
Signature:	Signature:
Date:	Date:
Performance review period:	Next review date:

Note: The requirements and responsibilities contained in this job description do not create a contract of employment and are not meant to be all-inclusive. They may be changed by the role manager during employment on an as required basis. Any significant or material changes need to be discussed and agreed by incumbent and manager before inclusion.
The role description should be reviewed formally during the annual planning and performance assessment process.