



POSITION DESCRIPTION

Counsellor – LGBTIQA+ Youth

PRIMARY OBJECTIVE

The objective of Freedom is to support LGBTIQA+ young people (12 – 25 years), by building the capacity of the individual as well as the community around them.

The primary objective of the Counsellor – LGBTIQA+ Youth is critical in promoting linkages between the primary care, vocational/education and social recovery sectors and includes youth engagement, screening, counselling, referral, advocacy and care coordination.

This role may be based in Perth, providing virtual counselling or in Bunbury or Geraldton, providing face to face counselling.

ORGANISATIONAL CONTEXT

Established in 1985, WAAC is a non-profit organisation, primarily funded by the WA Department of Health. WAAC's purpose is to optimise the health and wellbeing of all, through reducing the impact of stigma and discrimination, improving access to health services and information and reducing transmission of HIV, sexually transmitted infections (STIs) and blood-borne viruses (BBVs).

WAAC has been involved with the LGBTIQA+ community since its inception. However, a focus for support of LGBTIQA+ young people began in 1994, with the commencement of the Freedom Centre – an LGBTIQA+ peer led safe space – and continues to the present day. Freedom, funded by the WA Mental Health Commission, has continued to adapt to the everchanging needs of LGBTIQA+ young people. Freedom is in an exciting time of growth and development, including expansion of services in regional WA, requiring the current service to establish its own business stream, to operate alongside the other four business streams within WAAC.

POSITION ACCOUNTABILITY

The position reports and is accountable to the Coordinator - Freedom State. The position is guided by written policies and procedures of WAAC and other relevant legislation.

RESPONSIBILITIES / KEY TASKS

This position is responsible and accountable for but not limited to, the following:

- Provide evidence based, best practice counselling to LGBTIQA+ youth, families and support systems (via online, face to face or phone).





- Be a liaison with parents/guardians/carers regarding their concerns for their young person.
- Work with young people and adults in crisis and provide relevant referrals.
- Undertake clinical assessment of client needs, implement and review client care plans and ensure appropriate supports and referrals are put in place.
- Provide considered advice and relevant information to young people, adults and advocate on their behalf when services may be required.
- Support clients to develop the skills and capacity to make positive decisions and to improve their social inclusion, community connectedness and personal development.
- Manage clients' holistic needs to ensure development of client's capacity and autonomy.
- Advocate for clients' needs and support clients to undertake tasks to improve societal functioning.
- Provide and promote a safe and inclusive space.
- Undertake risk assessments, management and safety planning.
- Use Best Practice software for client management and maintain up to date record keeping.
- Engage with the LGBTIQ+ Counselling Consultant on a regular basis.
- Work closely and support Freedom Counselling staff and Community Development Officers.
- Ability to work autonomously without immediate management oversight and support.
- Engaging with stakeholders as required.
- Engage in group and/or individual training that will inform best practice.
- Meet evaluation and reporting requirements.
- Actively engage in regular supervision.
- Some regional travel and travel to Perth will be required.

SELECTION CRITERIA

ESSENTIAL

- A tertiary qualification in Counselling, Social Work, Psychology, or equivalent.
- Registration with a relevant professional body (e.g. PACFA, ACA, AHPRA).
- Well-developed knowledge of young people's developmental stages, youth mental health issues, drug and alcohol issues and issues currently impacting on young people's wellbeing.
- Demonstrated ability to effectively manage complex social and health issues with clients and counselling young people who present with issues related to mental health, sexual health, use of alcohol and other drugs and general wellbeing.
- Demonstrated experience of consulting and collaborating with other professions and networks to improve client outcomes.
- Ability to work autonomously, making sound and rational decisions.
- Current Western Australian Driver's License and the ability to drive fleet vehicles.
- National Police Clearance (within the last 6 months).





DESIRABLE

- Local knowledge of the region, surrounding areas and local schools and relevant agencies.
- Knowledge and understanding of LGBTIQ+ issues, experiences and sensitivities.
- An understanding of remote and regional issues impacting on young people's wellbeing.

HOURS OF WORK

This is a 0.6 FTE position. The standard working week is 37.5 hours, Monday to Friday delivered between the hours of 8.30am and 5.00pm unless otherwise negotiated in the contract. Work outside of these hours is occasionally required.

CONDITIONS OF EMPLOYMENT

Conditions of employment are based on those of the Social and Community Services (Western Australia) Interim Award 2011. This position is subject to an initial three-month probationary period.

EQUAL EMPLOYMENT OPPORTUNITY AND SUBSTANTIVE EQUALITY

WAAC is committed to achieving a diverse workforce and strongly encourages applications from Aboriginal and Torres Strait Islanders, people from culturally diverse backgrounds, People Living with HIV, people of diverse sexuality and/or gender and people with disabilities.

WAAC is also committed to substantive equality by striving to achieve equitable outcomes as well as equal opportunity. We take into account the effects of past discrimination and recognise that rights, entitlements, opportunities and access are not equally distributed throughout society. Substantive equality recognises that equal or the same application of rules for certain groups can have unequal results.

POSITION LEVEL

This position is currently a Social and Community Services (Western Australia) Interim Award 2011 - Level 5. Salary packaging is also offered.



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