

POSITION DESCRIPTION

THERAPEUTIC SPECIALIST – CHILDREN & YOUTH SERVICES

Level	Professional 2/3
Employment Type	Full-time
Reports to	Clinical Operations Manager
<p>Purpose of the Position</p> <p>The Therapeutic Specialist is responsible for embedding a strong clinical and therapeutic service across Carpentaria’s Out of Home Care (OOHC) program. The role will be responsible for delivering high-quality evidence based, trauma informed, culturally responsive therapeutic care to children and young people along with leading clinical interventions within a multidisciplinary team ensuring therapeutic principles are consistently applied across residential services.</p> <p>Working in partnership with the Operations Managers, and relevant teams, the Therapeutic Specialist provides therapeutic assessment, planning, delivery and guidance to strengthen practice, support placement stability, and improve outcomes for children and young people.</p>	
<p>Tasks and Responsibilities</p> <ul style="list-style-type: none"> • Lead implementation of the CARE framework across residential services, ensuring therapeutic consistency across Intensive Therapeutic Residential Care (ITRC) placements and smooth transitions into, within, and out of care. • Maintain a caseload of children and young people, providing trauma-informed, developmentally appropriate, and relational therapeutic care through tailored Therapeutic Plans. • Guide and coach relevant staff through reflective practice sessions, therapeutic workshops, and on-the-ground modelling of skilled practice. • Build staff skills in trauma-informed care, emotional regulation, de-escalation, crisis response, and relational communication. • Conduct comprehensive assessments, monitor progress, and adapt interventions to address emotional wellbeing, behaviour, education, health, and development needs. • Lead risk assessments, safety planning, incident debriefs, and behaviour support strategies, ensuring all practices meet legislative and organisational requirements. • Prepare and maintain high-quality therapeutic reports, assessments, and plans, ensuring accuracy and compliance across all documentation. • Facilitate Care Team Meetings and collaborate with families, allied health, and community partners to advocate for therapeutic, culturally safe, and child-centred approaches, with particular focus on Aboriginal and Torres Strait Islander children and young people. 	
<p>Essential Criteria</p> <ul style="list-style-type: none"> • Relevant tertiary qualification in a relevant allied health discipline and current membership with AHPRA, or membership of and adherence to the AASW standards for Social Workers or relevant governing body. • Demonstrated experience in therapeutic practice with children and young people, particularly in OOHC, trauma, or child protection settings. • Strong understanding of trauma-informed care, attachment theory, and therapeutic models (including CARE or similar frameworks). • Experience in assessment, therapeutic planning, and behaviour support. • Demonstrated ability to coach and build capability within teams. • Knowledge of legislative and policy frameworks relevant to OOHC in the Northern Territory. 	

- Current Ochre Card, Criminal History Check, NDIS Worker Screening Clearance, NDIS Worker Orientation, First Aid & CPR Certificate and NT Driver Licence.

Preferred Criteria

- Experience implementing the CARE framework or similar therapeutic models in residential care.
- Experience working with Aboriginal and Torres Strait Islander children, families, and communities.
- Experience in reflective practice facilitation and workforce development.
- Understanding of Intensive Therapeutic Residential Care (ITRC) and complex care environments.

Values and Behaviours Required

- Embody Carpentaria's Values and Principles of Good Practice through a human rights-based approach.
- Demonstrated commitment to work respectfully and inclusively with Aboriginal and Torres Strait Islander and culturally and linguistically diverse people.
- Demonstrated adherence to legislation, policies and procedures and a commitment to Equal Employment Opportunity, WHS, Risk Management and Quality Improvement practices.

Authorised by the CEO: _____

Date: _____