

Position description

Title	Children’s Family Violence Clinical Therapist
Reports to	Team Leader Family Violence – Therapeutic Interventions (Good Shepherd) & Team Leader Strength to Strength (Family Life)
Classification & Salary	SCHADS Level 7, (plus super and salary packaging)
Employment Status	Permanent Part time (0.8 FTE)
Work Location	Placed Based Hastings office/Family Life (Frankston/Sandringham)
Date	May 2026

Good Shepherd Australia New Zealand (GSANZ)

Our 2023–2027 strategy outlines the world we want to see and our role in advancing it. We aspire for all women, girls, and families to be safe, well, strong, and connected. We strive for equity, dignity and social justice for women, girls and families by collaborating globally and acting locally, supporting our communities in Australia and New Zealand to thrive.

We want women, girls and families to live full and dignified lives, have dignified income and enjoy financial wellbeing. We aim to provide place-based, people-centred, holistic services while working at the system level to achieve bold and audacious reform. We currently offer microfinance programs and products, financial counselling and coaching, family and domestic violence support services, family and youth programs, playgroups, education programs and community houses. These services are complemented by research and strong advocacy to address the underlying structural causes of injustice, exclusion, and inequality.

Good Shepherd employees are committed to inclusive practice that responds to the specific needs, context, and circumstances of service participants. We embrace the diversity and intersectionality of individuals and recognise a person’s right to a unique identity comprising culture, language, ability, community, gender, sex, sexual orientation and lived experience.

Role Purpose

The Strength to Strength Program is a client-centred, trauma-informed therapeutic response for children and their mothers who have experienced family violence. Services are delivered through both outreach and centre-based models, supporting accessibility and continuity of care. The program operates as a partnership of key service providers including Good Shepherd Australia New Zealand, Family Life, The Salvation Army and SECASA to maximise client access, safety, empowerment and therapeutic outcomes.

Within this context, the Children’s Family Violence Clinical Therapist provides specialised therapeutic interventions and counselling to children impacted by family violence, supporting recovery, emotional regulation and a sense of safety through developmentally appropriate, trauma-informed practice.

To maintain connection with Good Shepherd as the home agency and support integrated practice across the partnership, a weekly presence at the Hastings site is required.

Key Responsibilities

- Work as part of a multidisciplinary team to deliver evidence-based therapeutic services to children impacted by family violence, through both outreach and centre-based models, while contributing to service innovation and sector reform.
- Provide trauma-informed therapeutic interventions to children impacted by family violence, tailored to their individual developmental, emotional and safety needs.
- Hold and manage a caseload of children, working collaboratively within a coordinated multidisciplinary framework to achieve safe, consistent and positive outcomes.
- Undertake risk assessment and safety planning in line with the MARAM framework to support the safety and wellbeing of children and families.
- Commitment to culturally safe, inclusive and intersectional practice, alongside ongoing self-reflection, learning and professional development.
- Deliver services across multiple sites, including Family Life (Frankston and Sandringham) and Good Shepherd.
- Working flexibly to meet service delivery requirements and ensure accessibility through outreach, in line with accountability, contractual and compliance standards.
- Maintain accurate, timely and confidential documentation in line with organisational, contractual and legislative requirements.
- Attend organisational, team and external meetings, and engage consistently in clinical supervision professional development and reflective practice to ensure safe, effective and high-quality practice.
- Undertake additional duties consistent with the role, as directed by the Team Leader Strength to Strength (Family Life) and/or Team Leader Family Violence – Therapeutic Interventions (Good Shepherd) and partnership requirements, to support program delivery and meet contractual and compliance obligations.

Responsibilities of Good Shepherd Employees

Strategy

- Deliver service aligned with team operational plan and Good Shepherd's strategic plan
- Contribute to development of team plan
- Demonstrate understanding of social justice and community capability building concepts

People

- Demonstrate commitment to own learning and development
- Contribute to development of a high-performance team through demonstration of capabilities outlined in Good Shepherd's leadership capability framework
- Participate actively in regular formal supervision
- Share knowledge and practice insights with colleagues
- Take responsibility for own wellbeing

Clients

- Deliver best practice service to clients in line with agreed goals/contribution
- Seek feedback from client/stakeholders/peers in order to reflect and improve on service support for own practice
- Maintain a client-centred approach to service delivery at all times

Service Delivery and Operations

- Deliver all services in line with service standards and program procedures

- Maintain accurate data, information and reporting at all times
- Maintain agreed service level agreements
- Provide timely reporting in line with department requirements
- Other duties as reasonably required

Stakeholders

- Liaise effectively with referral network
- Work collaboratively with other service providers to deliver valued outcomes for clients
- Develop constructive, collaborative relationships with other Good Shepherd team members and departments

Compliance

- Demonstrate behaviour consistent with Good Shepherd mission, values, behaviours and policies at all times
- Maintain agreed quality standards
- Maintain OH&S standards at all times

Qualifications, Experience and Mandatory Requirements

- Postgraduate qualification in Counselling and/or registration as a qualified Psychologist.
- Demonstrated understanding and application of the MARAM framework and relevant family violence risk assessment and management practices.
- Demonstrated understanding of relevant legislation, information sharing frameworks and practice requirements within the family violence sector.
- Demonstrated significant experience in assessment and delivering therapeutic interventions for children who have experienced family violence, including safety planning.
- Eligibility for full membership with a relevant professional association.
- Proven ability to develop and implement trauma-informed approaches to practice, including tailored resources to individual needs.
- Experience responding to diverse presentations of victim-survivors of family violence, with a demonstrated commitment to culturally safe, inclusive and intersectional practice.
- Demonstrated experience delivering child-centred interventions, including approaches such as sand-tray, art-based or play therapies and other trauma-informed modalities.
- Ability to maintain accurate, timely and confidential records in line with organisational, contractual and legislative requirements
- Experience providing outreach services to support accessibility for children and families.

Key Selection Criteria

1. Excellent interpersonal, verbal and written communication skills, with demonstrated ability to collaborate effectively within a multidisciplinary team and provide secondary consultation where required.
2. Experience providing therapeutic support to children who have experienced trauma, including family violence, with the ability to apply child development, trauma and attachment theories in practice.
3. Demonstrated working understanding of family violence practice, feminist and anti-oppressive theories, including the gendered drivers of violence, with the ability to apply this knowledge in therapeutic work.
4. Strong ability to work both independently and collaboratively, with effective self-management, accountability, time management, and the ability to meet documentation and reporting requirements.

5. Proven capacity to build and maintain effective working relationships with internal and external stakeholders, contributing to coordinated, client-centred service delivery.

Values & Behaviours

We are all co-responsible for the delivery of the Good Shepherd Mission and living our values by modelling these behaviours in all that we do.

Value of each person | Reconciliation | Justice | Zeal | Audacity

Additional information

Employment is subject to:

- Relevant Qualifications/Registration Name
- A current national Police Record Check
- A current Employee Working with Children Check (WWCC) or state equivalent
- Proof of the right to work in Australia
- You may be required to obtain particular vaccines or immunisations in order to perform the inherent requirements of this position. This Includes but Is not limited to the COVID-19 vaccine/Immunisation

The above requirements will need to be supplied and verified prior to commencement.

Work Health and Safety (WH&S): All team members are required to carry out their duties in a manner that does not adversely affect their own health and safety and that of others by reporting all incidents and injuries as well as cooperating with any measures introduced in the workplace to improve WH&S.

Pre-existing injury: The person appointed to this position will be required to disclose any pre-existing injuries or disease that might be affected by employment in this position. This will assist the organisation in providing a safe work environment.

Equal opportunity: Good Shepherd is an equal opportunity employer. We recognise the rich diversity of people across Australia. We are committed to ensuring that our team is reflective of the diverse community we serve and to supporting a culture of equity, inclusion and diversity. All team members have a responsibility to be familiar with and adhere to the organisation's policies and procedures.

Child Safe Employer: Good Shepherd Australia New Zealand is a Child Safe employer. Employment is subject to satisfactory referee checks, a current employment working with Children Check, National Criminal History check and proof of the right to work in Australia.

Cultural competency: Good Shepherd strives to maintain a culturally competent and inclusive workplace. All team members are expected to undergo cultural competence training as part of their professional development plans.

Salary packaging is available to all employees.

Good Shepherd Australia New Zealand (GSANZ) respects the dignity of all people, draws strength from, and celebrates the diversity of our community. At GSANZ, we strive for an inclusive culture where Aboriginal and Torres Strait Islander people, people of all sexual orientations and gender expressions and identities, people with disability, and culturally and racially marginalised people feel safe and that they belong.

Position Description Acknowledgement

I acknowledge and agree that I have read and understood this position description.

Signed by [Name]

Date