



Position Description

Program or Department Name	Restoring Families - Goulburn
Position Title	Restoring Families Multisystemic Therapy- Child Abuse and Neglect Program Supervisor
Award Classification	SCHADS Award Level 7
Program Location	<i>Goulburn</i>
Employment Status	Full-time ongoing
Direct Reports:	Therapists x 3 (Psychologists/Social Workers) Clinical Caseworker Psychiatrist/Mental Health Nurse
Reports To:	Program Manager

OzChild

Founded in 1851, OzChild supports vulnerable children and young people by providing healing, preventing abuse and neglect, and strengthening families. We work in partnership with children, families, communities and government to reduce harm and create sustainable change.

Our goal is for all children and young people to be safe, respected, nurtured, and supported to reach their full potential.

Child Safety

OzChild is committed to protecting children and young people from all forms of abuse, bullying, exploitation and neglect. We create environments across all programs and services where children are safe and feel safe.

All OzChild People are required to:

- Prioritise the safety and wellbeing of children and young people
- Comply with mandatory reporting and reportable conduct obligations
- Adhere to OzChild's Safeguarding Children Policy and Code of Conduct at all times

Role and Purpose

The **Restoring Families Multisystemic Therapy-Child Abuse and Neglect (MST-CAN®) Program Supervisor** ensures the successful delivery of intensive support to families in the Goulburn region where children are at

imminent risk of removal as specified by the requirements set out in the MST License, and under the supervision of the MST-CAN® Consultant as part of the Restoring Families intervention stream.

MST-CAN® is an internationally recognized program for families who have come to the recent attention of child protection services due to physical abuse and/or neglect.

MST-CAN® is designed to treat 0-17 year-olds and their families and is proven to keep them together, ensure children and young people are safe, prevent abuse and neglect, reduce mental health difficulties experienced by adults and children and increase natural social supports.

Major objectives:

- To reduce the numbers of children and young people aged 0-17 years old in statutory out of home care
- To ensure therapists deliver MST-CAN® interventions to a caseload of 4 families for up to 9 months.
- To ensure that program fidelity is maintained at all times
- To promote and sustain key relationships with community partners.

The OzChild Way

In undertaking this role, the **Restoring Families MST-CAN® Program Supervisor** supports and demonstrates the OzChild Way behaviours and accountabilities as follows:

We deliver evidence-based services: Deliver strengths based, -evidence informed- practice that is guided by OzChild's National Practice Framework, legislative requirements, and relevant practice models. Apply structured assessment, planning, and intervention approaches to support child safety, address risk, and strengthen family functioning.

Our customers determine our success: Work in partnership with children, young people, and families to ensure services are responsive, respectful, and tailored to their needs, strengths, and circumstances. Support family voice, choice, and participation in goal setting and -decision making, while maintaining- a clear focus on child safety and wellbeing.

We deliver innovative solutions: Use flexible, creative, and responsive approaches to engage families experiencing complexity and multiple stressors. Identify and respond to barriers to engagement and progress, drawing on professional judgement and collaboration to support sustainable change.

We set each other up for success: Work collaboratively with colleagues, Team Leaders, Community Connectors, and partner services to support coordinated, whole of- -family responses. Participate actively in supervision, reflective practice, and shared learning to enhance practice quality, consistency, and outcomes.

I learn, adapt, grow, and embrace my cultural competence: Demonstrate commitment to ongoing learning, reflective practice, and professional development. Practice with cultural humility and responsiveness, recognising and respecting the diverse identities, experiences, and strengths of families, and supporting culturally safe engagement, particularly with Aboriginal children and families.

Position Specific Responsibilities

In order to achieve the expectations as outlined above, the following key areas of responsibility have been identified:

- Conduct weekly group supervision of the MST-CAN team to assure adherence to MST principles and the MST analytic process.
- Conduct individual supervision as needed to target clinical competency needs and to remove individual barriers to effective implementation of MST-CAN treatment.
- Support therapists to develop and implement their Clinician Development Plans by identifying areas for growth, providing targeted coaching, and guiding clear strategies to strengthen clinical skills in line with MST-CAN model fidelity.
- Assures appropriate documentation of clinical effort to allow for peer and supervisory input, and to meet all reporting and communication needs of funding and referral sources.
- Provide supportive and corrective feedback to clinicians to promote client outcomes.
- Provide administrative support targeting systemic barriers to treatment success.
- Assure availability of clinical and administrative support for clinicians 24 hours 7 days/week.
- Assure therapist accessibility to clients when needed at times most likely to promote engagement.
- Attend community events to educate stakeholders.
- Assist with interviewing and hiring of new MST-CAN therapists.
- Assist management with collection of weekly dashboard indicator information.
- Assure that clinicians achieve engagement with all key participants.
- Provide direct clinical training to assure therapist competency in all clinical areas relating to the implementation of MST-CAN interventions.
- Assure that all assessments are comprehensive, multisystemic, and provide adequate information to determine the causes and correlates of referrals behaviours to direct effective treatment within the ecological context.
- Provide team coverage for MST-CAN therapists when needed.
- Ensure delivery of safe, child focused, and family-centred support in line with current legislation, program, and practice requirements.
- Ensure adherence to approaches aligned with the National Practice Framework, Safe & Together & MARAM framework.
- Complete comprehensive assessments, planning, intervention, and reviews in partnership with families and relevant stakeholders.
- Maintain a strong focus on child safety while supporting families to improve relationships, skills, stability, and wellbeing.
- Participate actively in supervision, reflective practice, and professional development.
- Work collaboratively with Child Protection practitioners and stakeholders to support a coordinated response.
- Build and maintain effective relationships with community, health, housing, legal, and specialist services.
- Work in partnership with Aboriginal Community Controlled Organisations and Aboriginal services to support culturally safe practice and better outcomes.

Key Relationships

Internal

- Restoring Families MST-CAN® Therapists, Clinical Caseworker, Psychiatrist & Mental Health Nurse
- Program Managers and Senior Leadership
- Practice and Implementation team
- National Support teams
- OzChild staff, students, and volunteers

External

- Department of Families, Fairness and Housing (DFFH)
- MST Services
- Restoring Families Coordinator and Family Group Conferencing Convenor
- Community service, health, housing, education, and legal providers
- Aboriginal Community Controlled Organisations

Qualifications

Essential:

- Experienced Masters level Psychologist, or a relevant Masters level Degree in other related discipline (i.e. Social Work) with at least 5 years clinical experience.

Desirable Requirements:

- Post graduate qualifications in Clinical Counselling or Developmental Psychology.
- Clinical experience and training in behavioural, cognitive behavioural, and pragmatic family therapies such as structural or strategic family therapy.
- Knowledge on parent-child behaviour management, and have the capacity to conceptualise cases from an ecological or systems perspective.
- Value treating the entire family, and the use of evidence-based strategies.

Skills and Experience

- Extensive experience working with vulnerable children, young people, and families.
- Demonstrated experience providing practice supervision and team leadership.
- Strong understanding of risk assessment, safety planning, and collaborative case practice.
- Experience embedding evidence informed- practice across teams.
- Highly developed communication, leadership, and organisational skills.
- Strong stakeholder engagement and partnership capability.
- Commitment to reflective practice, staff wellbeing, and continuous improvement.
- Proficient use of IT systems including Microsoft Office and service data systems.

- Previous experience in the child and family welfare field. This experience may be in Child Protection, Out of Home Care, Family Services and/or other services working with vulnerable families and children.
- Knowledge of Child Protection issues in relation to children “at risk”, including an understanding of the current legislation.
- Demonstrated ability to provide high quality, innovative direct service in the clinical assessment and treatment of children, young people, and families, including case management skills.
- Previous experience in the management of family safety risks, including the 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), and the ability to develop a safety plan.
- Knowledge and experience of the application of various theories and therapies including Family systems, social ecological, cognitive behavioural (CBT), structural and strategic family therapy, couple therapies and child development.
- Behavioural therapy targeting behavioural change in children at home and school.
- Substance use/abuse theory, behavioural approaches to Substance Abuse treatment including contingency management.
- Ability to support therapists in assisting families to access resources available in the community including housing, budgeting and financial support and employment support services.
- Excellent verbal and written communications skills.
- Highly developed skills in supervising and leading clinical teams including delivering group supervision.
- Willingness and capacity to work flexible hours.
- A commitment to continuous quality improvement and professional development to improve adherence to model.
- Experience working with persons from Aboriginal and CALD (Culturally and Linguistically Diverse) backgrounds.

Screening and Licences

- National and International Police Check
- Working with Children Check (relevant State/Territory)
- Current driver’s licence and access to reliable transport
- Psychology registration or other relevant professional registration (i.e. AASW)

Mandatory Training

All OzChild employees must complete mandatory and program specific training on commencement and refresher training as required.

Your Organisational Responsibilities

All OzChild People are required to:

- Comply with OzChild policies, procedures and codes of conduct
- Uphold child safety, cultural safety, diversity, equity and inclusion
- Maintain privacy, confidentiality and information sharing- obligations
- Represent OzChild positively in all professional and public settings

Your Safety and Wellbeing Responsibilities

- Promote and model safe and healthy work practices.
- Ensure compliance with workplace health and safety requirements.
- Identify, report, and manage hazards and risks.
- Support staff wellbeing and psychologically safe work environments.
- Participate in and lead safety and wellbeing initiatives.
- Support return to work processes where required.

Employee Acknowledgement

This Position Description reflects the primary responsibilities of the role but is not exhaustive and may also be adjusted in line with program and organisational needs without changing the level of responsibility.

Commented [JF1]: @Kathy Wyatt - checked and looks good to me. Made very minor changes

I confirm that I have read and understand this Position Description.

Name	Signature	Date