

Position Description

Program or Department Name	Restoring Families
Position Title	Restoring Families Multisystemic Therapy- Child Abuse and Neglect Therapist
Award Classification	SCHADS Award – Level 6
Program Location	<i>Goulburn</i>
Employment Status	Full-time ongoing
Reports To:	Restoring Families Team Leader

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®) Therapist** delivers intensive support to families where children are at imminent risk of removal as specified by the requirements set out in the MST License. Treatment will be provided under the supervision of the MST-CAN Supervisor and MST-CAN Consultant and forms 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 deliver MST-CAN® interventions to a caseload of a minimum 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® Therapist** 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 MST-CAN assessment including review of referral information, identifying and engaging key participants, identifying systemic strengths and weaknesses, and developing an analysis and conceptualisation of the “fit” of the problem behaviours within the ecological context.
- Engage primary caregiver and other key participants in active, change-oriented treatment (e.g. CBT, PE, and RBT) that demonstrates compliance with the nine MST Principles.
- Complete weekly client documentation in preparation for group supervision, ensuring all required paperwork is accurate, up to date, and submitted to the Clinical Supervisor within agreed timeframes.
- Actively engage in the development, implementation and ongoing review of their Clinician Development Plan, taking responsibility for building identified skills and ensuring practice development aligns with MST-CAN model requirements.
- Undertake drug screens or breathalysers for parents or young people using substances.
- Identify and overcome any barriers to engagement or treatment.
- Implement treatment plans and review treatment procedures using the MST Analytic Process.
- Maintain timely, clear, and concise documentation of treatment efforts that promote peer and supervisory review and feedback.
- Participate in all MST-CAN training, supervision and consultation activities.
- Build relationships with key participants and community stakeholders (i.e. child protection services, judges, schools, extended family etc) to ensure treatment outcomes.
- To participate in monitoring and researching procedures designed to evaluate the impact of MST-CAN in line with the MST principles and respond appropriately to feedback.
- Provide 24/7 on-call duty cover 1 week in 4.
- Work with families under the relevant legislative policies and frameworks including MARAM
- Service delivery for this role occurs between 8:00am and 8:00pm. Flexibility in start and finish times is required to meet family and service needs.
- Maintain accurate and high-quality case notes within 48 hours of client contact.
- 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® Supervisor
- Program Manager and MST-CAN® team

External

- Practice and Implementation team
- National Support teams
- OzChild staff, students, and volunteers
- Department of Families, Fairness and Housing (DFFH)
- MST Services
- Child Protection practitioners, navigators, and practice leaders
- Community service, health, housing, education, and legal providers
- Aboriginal Community Controlled Organisations

Qualifications

Essential

- The qualifications for MST-CAN® Therapists are **Master level registered Psychologist or Social Work, or Bachelor Degree in Psychology or Social Work**, with equivalent and relevant clinical experience plus registration

Desirable

- Experience in Cognitive-Behavioural Therapy including trauma treatment, Structural Family Therapy, Strategic Family Therapy, and behaviourally-based treatments.
- Knowledge and demonstrated experience using evidence based clinical practices and their application to treat families
- Experience in the child and family welfare field - Child Protection, Out of Home Care, Family Services and/or other services working with vulnerable families and children

Skills and Experience

- 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.
- A working understanding of the culture and strengths of families within the MST-CAN population (families with target child aged 0-17 years).
- Knowledge of Child Protection issues in relation to children 'at risk', including an understanding of the current legislative reform.
- 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.
- Management of suicidal or homicidal threats and family safety risks, including the implementation of interventions within or between systems in the youth's natural ecology that effect or influence the behaviour of youth (i.e. family, peer, school and neighbourhood), and the ability to develop a safety plan.

- Knowledge and individual application of various theories and therapies including family systems, social ecological, cognitive behavioural (CBT), pragmatic family, and couples' therapies.
- Behavioural therapy targeting behavioural change in children at home and school.
- Substance use/abuse theory, behavioural approaches to SA treatment including contingency management.
- Ability to assist families to access resources available in the community including housing, budgeting and financial support and employment support services.
- Excellent verbal and written communications skills.
- Willingness and capacity to work flexible hours.
- A commitment to continuous quality improvement and professional development to improve adherence.
- Experience working with persons from First Nations and CALD (Culturally and Linguistically Diverse) backgrounds.
- Strong communication, engagement, and relationship building skills.
- Well-developed written, organisational and time management skills.
- Significant experience delivering therapeutic approaches and practice elements.
- Proficient computer skills and experience in electronic client management systems.
- Capacity to work flexibly to meet service and family needs.

Screening and Licences

- National and International Police Check
- Working with Children Check (relevant State/Territory)
- Current driver's licence and access to reliable transport

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

- Take reasonable care for own health and safety and that of others
 - Comply with workplace health and safety requirements
 - Report hazards, incidents, injuries or near misses
 - Participate in safety and wellbeing initiatives and consultations
 - Support return to- work processes where -required
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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.

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

Name	Signature	Date