



POSITION *description*

Position title	Therapeutic Specialist – Youth and Family Services
Team	Youth and Family Services
Reports to	Manager of Youth and Family Services
Direct reports	None
Date effective	July 2026
Award / Salary	SCHADS Award Level 6, exclusive of superannuation
Employment Type	Permanent, Part Time (0.6-0.8 FTE)
Location	Cremorne, VIC

About Lighthouse Foundation

At Lighthouse we provide homes and therapeutic care programs to children and young people impacted by long term neglect, abuse and homelessness. Our focus is to create caring communities where children and youth people can feel safe, form meaningful relationships and begin to heal from traumatic experiences. Our Lighthouse Homes, Foster and Family Care and In Community care environments ensure our support reaches the children and youth who need it, where they need it, for as long as they need it.

Vision

To end youth homelessness, together.

Mission

To provide children and young people who are homeless, or at risk of homelessness, with the care and support they need to heal and thrive. Through community collaboration and our evidence-based Lighthouse Model of Care, we create therapeutic homes and deliver tailored support programs to transform the lives of young people. We also educate and support foster carers and families in the same way, so they too can care for some of Australia's most vulnerable children.

Values

Respect, Kindness, Courage, Collaboration

Position overview

The Therapeutic Specialist – Young People and Families provides direct clinical support to young people and families with complex needs within Lighthouse programs. The role provides therapeutic leadership aligned with the Lighthouse Model of Care and includes holding a small case load, therapeutic assessments and care planning for young people, contributing to clinical planning, delivering training and supporting the implementation of trauma-informed practice across youth services. These services include but are not limited to young people at risk of homelessness, living in Lighthouse Homes, who have unique needs as young parents, culturally and linguistic diverse backgrounds, or out of home care experience.

This ongoing, part-time role is central to supporting young people in our care, leading teams in the application of the Lighthouse Model of Care, and contributing to a culture of safety, healing, and growth.

Role specific requirements

Area of responsibility Activities (performance measured against activities during reviews)

Therapeutic Support to Young People

- May hold a small case load of direct counselling/therapy clients. Deliver trauma-informed therapeutic services to young people receiving support under the Lighthouse Model of Care.
- Provide immediate, short term, medium term and long-term therapeutic interventions and support to young people in response to issues from trauma and abuse to emergent mental health issues. Such as attending care teams and clinical governance meetings.
- Complete Therapeutic Assessment Plans for each young person within the home, in line with program guidelines and timeframes.
- Ensure completion of psychometric assessments including but not limited to SDQ and HoNOSCA assessments, risk assessment, therapeutic planning processes and outcome measurements are undertaken for each young person at all program-required times.
- Work closely with the young person's Care Team to consider how best to support their emotional, physical and psychological needs, and develop appropriate behaviour support and other therapeutic intervention strategies
- Contribute to care planning under the Looking After Children Framework (where required), supporting the implementation of plans led by other professionals where relevant including but not limited to crisis management plans, sensory plans, behavioural support plans, cultural plans, education plans.
- Identify appropriate referral pathways and referral points for young people
- Complete psychosocial assessments and referrals to other specialist services as required
- Produce detailed reports for young people's development and to evidence program outcomes

Clinical Supervision, Therapeutic

- Provide clinical supervision to therapeutic case managers and carers.
 - Provide reflective practice to case managers and therapeutic carers.
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Consultation and Reflective Practice for Lighthouse Staff	<ul style="list-style-type: none"> • Provide therapeutic and trauma-informed interventions to carers responding to young people expressing trauma. • Providing clinical input at care team meetings • To conduct psychosocial screens for applicants to Lighthouse Homes
Training and development	<ul style="list-style-type: none"> • Contribute to the implementation and ongoing development of the Lighthouse Model of Care • Facilitate training and upskilling staff in specialised areas, trauma-informed care and relational approaches
First Aid	<ul style="list-style-type: none"> • Expectation to provide First aid and CPR treatment when and if required
On Call	<ul style="list-style-type: none"> • Participate in On Call roster as required
Relationship Management (internal and external)	<ul style="list-style-type: none"> • Maintain professional relationships with external stakeholders • Role model the values of Lighthouse Foundation and the Therapeutic Model of Care • Reports directly to the Program Manager
Legal & Regulatory Compliance	<p>Comply with legislation and regulations applicable to the role, including but not limited to:</p> <ul style="list-style-type: none"> • Children, Youth and families Act • OHS legislation • Privacy & Confidentiality legislation

Organisational specific requirements

Organisational participation	<ul style="list-style-type: none"> • Attend and facilitate team meetings, trainings, whole staff meetings and planning days • Contribute to the implementation of reliable and predictable community events • Contribute to collaborative practice across the organisation
Professional development	<ul style="list-style-type: none"> • Participate in regular supervision, professional development and review meetings • Attend regular trainings as required • Contribute to a culture that is reflective, inclusive and open
OH&S	<ul style="list-style-type: none"> • Exercise a duty of care to work safely, taking reasonable care to protect your own health and safety and that of your fellow workers, volunteers and young people including following safe working procedures and instructions
Risk	<ul style="list-style-type: none"> • All Lighthouse staff are responsible for applying a continuous quality improvement approach to all tasks • Identify and communicate any risks in Care



CQI	<ul style="list-style-type: none">All Lighthouse staff are responsible for applying a continuous quality improvement approach to all tasks
Commitment to Lighthouse culture	<ul style="list-style-type: none">Staff are expected to participate in the processes and practices that uphold the Lighthouse culture
Commitment to trauma-informed practice	<p>Staff are expected to:</p> <ul style="list-style-type: none">Engage in personal and professional development to integrate their understanding and response to people and systems that have been impacted by traumaCreate or maintain a physical and emotional environment that promotes healingEngage in conflict resolution processes when required

Performance Measurements

An annual work plan will be developed in line with the Position Description and Lighthouse Foundation's Annual Business Plan to measure performance.

Authorities – Financial and People

- Seek approval for all unbudgeted expenses
- All other authorities listed under the Lighthouse Delegation of Authority policy

Qualifications and Licences

- A tertiary qualification in Psychology, Social Work, Counselling, or a related field
- Post graduate training in relevant child, adolescent and family clinical practice is strongly preferred
- Current driver's licence
- Valid first aid certificate (or willingness to obtain one)
- Criminal Records check
- Current Working with Children check
- Worker and Carer Exclusion Check

Key Selection Criteria

Essential

- A thorough understanding of the impact of trauma, disrupted attachment and abuse/neglect on a child or young person's development and wellbeing
- Substantial experience working therapeutically with children and young people, in particular those who have experienced trauma, homelessness or have an out of home care experience

- Demonstrated capacity to achieve positive outcomes when working with children and young people who have experienced trauma and have complex needs and presentations
- A strong ability to develop therapeutic alliances with young people who have experienced significant family disruption, personal trauma and those who present with complex psychological and social needs
- An ability to select and utilise relevant theoretical frameworks and tools in formulating suitable psychosocial assessments of young people and the ability to work with Care teams to implement therapeutic interventions
- Ability to provide secondary consultation in relation to young people who present with complex needs, taking into consideration the most appropriate immediate response as well as short term, medium term and long-term needs
- Demonstrate a thorough understanding of the needs of Aboriginal and Culturally and Linguistically Diverse children and young people to provide culturally sensitive and effective care for young people in residential care
- An ability to deliver therapeutic training / workshops as required
- Ability to work independently and as part of a team
- Ability to plan, prioritise workloads, and meet deadlines as required
- Demonstrated commitment to personal and professional development
- Excellent written and verbal communication skills

Desirable

- Experience delivering therapeutic training / workshops
- A sound knowledge of neurodivergent-affirming care and developing strategies for children and young people that align with the contemporary evidence base.
- A sound knowledge of AOD impacts on young people and experience care planning to reduce harm.
- A well-developed understanding of child, youth and family services and the Child Protection system in Victoria and a commitment and track-record of working in close partnership with internal teams and a broad range of external services.

Employment conditions

- Permanent part-time with flexible work practices available.
- Compliance with Lighthouse Foundation's Code of Conduct, including the Child Safe Code of Conduct, policies, and procedures.
- Lighthouse Foundation takes all reasonable steps to facilitate and maintain a safe environment for children, young people, and all participants of our service. It is for this reason that Lighthouse requires all potential employees to undergo a psycho-social assessment prior to confirmation of employment.
- Terms and conditions of employment are outlined in employment contracts.

Note: The requirements and responsibilities contained in this job description do not create a contract of employment and are not meant to be all-inclusive. They may be changed by the role manager during employment on an as required basis. Any significant or material changes need to be discussed and agreed by incumbent and manager before inclusion.

The role description should be reviewed formally during the annual planning and performance assessment process.

Statement of Commitment to Child Safety:

Lighthouse Foundation ensures that systems and accountabilities at every level of our organisation create an environment that prioritises the safety and well-being of every baby, child and young person in our care.

Our systems are targeted towards the prevention of abuse. We do this through robust recruitment and rigorous supervisory processes for every staff member and volunteer that comes into contact with our babies, children and young people. All staff, volunteers and young people are educated about how to recognise and report any concerns of abuse at Lighthouse Foundation.

We are committed to a thoughtful and protective environment that supports our babies, children and young people to feel safe and respected, and to build their capacity to feel deeply cared for and important to other human beings.

Threaded through all our processes is a commitment to the cultural safety of our babies, children and young people. We are inclusive and attuned to those from Aboriginal and Torres Strait Islander heritage, culturally and/or linguistically diverse backgrounds, the LGBTQI community, and babies, children and young people with a disability.