

# Position Description

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## Therapist (Functional Family Therapy – Therapeutic Case Management)

<b>Location:</b>	Townsville	<b>Reports To:</b>	FFT-TCM Program Coordinator
<b>Award:</b>	Social, Community, Home Care and Disability Services Industry Award, Level 5	<b>PD Date:</b>	June 2026

### About us

Act for Kids is a prominent provider of prevention, professional therapy and support services for children who have suffered abuse and support for families at risk. With over 30 centres nationally, we have supported thousands of children and their families for more than 30 years. In 2024-2025 we provided services to 37,171 people, including over 21,780 children.

Our unique multidisciplinary teams provide integrated therapy, sexual abuse counselling, safe houses in remote Indigenous communities, information, advice and referral services, intensive family support and preschools designed for children with additional development needs to ensure we set them up for success at school.

### About our commitment

- Our vision is that all kids have a safe and happy childhood.
- We are a child safe organisation and all children who come into contact with our services will be provided with a welcoming and safe service.
- We are committed to working with Aboriginal and Torres Strait Islander peoples to design and deliver services that best strengthen our support to their children, families and communities.
- We are dedicated to creating a culture where physical, psychological, and emotional safety is a priority and to actively embed strong health and safety practices in our everyday work.
- We are committed to diversity, equity and inclusion, creating a workplace where everyone belongs and delivering inclusive, culturally safe and affirming services.

### About our values

At Act for Kids our exceptional organisational culture is aligned to our values, which guide how we work and interact. You will be part of a *team* that is *professional, ethical, caring, courageous* and *collaborative* and we expect you to demonstrate these behaviours throughout your career with us.

### About Cultural Humility

Act for Kids is committed to truth-telling and walking alongside Aboriginal and Torres Strait Islander children, families and communities on a journey of healing, self-determination, and hope. We acknowledge our responsibility to lead with respect, authenticity and cultural humility, creating culturally affirming and safe workplaces. We are committed to the recruitment and retention of First Nations team members and provide opportunities for meaningful connection and cultural peer support.

### About the program

The Functional Family Therapy - Therapeutic Case Management (FFT-TCM) Therapist position is part of the Townsville Family Therapy program and supports a whole of family approach to reducing the risk of abuse and harm to children. FFT-TCM is a systematic, evidence-based treatment model for families

delivered within their homes. FFT-TCM is a therapeutic case management model that helps families recognise how their interpersonal relationships affect their functioning as a family and supports the family to learn skills that will help them navigate future challenges.

Core to this model is a high level of clinical training and supervision. FFT-TCM is an evidence-based model with high expectations regarding the way in which practitioners will deliver the service to families. Delivery of the service is strictly in-line with the model guidelines to ensure fidelity expectations are met.

### **About the position**

The FFT-TCM Therapist will be required to attain and maintain accreditation in the model. To support this, Act for Kids will arrange and provide all required training, line supervision and external clinical supervision delivered by an experienced FFT-TCM practitioner.

### **Key responsibilities**

- Ensure services are delivered in a manner that achieves the outcomes expected through the intentional delivery of the FFT-TCM model.
- Attend FFT-TCM team meetings, supervision, and coaching sessions to ensure practice meets fidelity standards. This includes participating in both formal and informal training sessions, and various other development and continuous improvement processes.
- Complete systematic assessments of family needs using prescribed clinical measures.
- Strive for best practice and cultural consideration to support good outcomes for Aboriginal & Torres Strait Islander peoples, children, and families.
- Work collaboratively with families, team members and external stakeholders to meet the identified needs of the family.
- Embrace inclusivity, respectfulness, and professionalism at all times.
- Maintain a regular caseload of client families.
- Uphold professional standards and competencies while adhering to operational procedures.
- Provide timely, quality reports to management.
- Maintain accurate, up-to-date data entry records in required databases.
- Ensure compliance with all Act for Kids policies and procedures.
- Strong commitment to child safety, including cultural safety, by prioritising the rights, safety and wellbeing of all children in alignment to national and state child safe principles and standards.
- Consistent awareness of child-safeguarding risks and applies established risk-management practices to identify, report and mitigate risks in accordance with organisational policies and legal requirements.
- Ensure compliance with Work Health and Safety legislation, organisational policies and procedures, take reasonable care for own health, safety and wellbeing and that of others, and report hazards, incidents, injuries as soon as practical.
- Actively participate in regular supervision and Individual Development Plan (IDP) process.
- Maintain confidentiality and privacy in all matters relating to team members, clients, and procedures.
- Fulfil other tasks that your manager/s may reasonably ask you to perform.
- Act as a client/customer focused, values based team member and work collaboratively with other team members to achieve strong results across all activities at Act for Kids.
- Ensure behaviour during all work interactions is aligned to our values of being *professional, ethical, team oriented, caring, courageous* and *collaborative*.

### **About you**

#### **Qualifications**

- A tertiary degree in a relevant discipline (Psychology, Allied Health, Social Work, Human Services).
- Professional registration (if required).
- Membership of a relevant professional association (desirable).
- Ability to gain and maintain accreditation in the FFT-TCM model.

**Skills and experience**

- At least two (2) years' experience providing case-management and/or therapeutic services to families, caregivers, young people and children in a child protection framework.
- Capacity to facilitate family-focused sessions that engage all family members, identify underlying attitudes contributing to presenting behaviours, and motivate families to adopt and practice new ways of interacting.
- Demonstrate openness to feedback and the ability to apply guidance from training and supervision to practice.
- Understand how to communicate and work effectively with families from diverse socio-economic and cultural backgrounds, including Aboriginal and Torres Strait Islander peoples.
- An ability to work collaboratively as part of a team.
- Well-developed communication, problem-solving and interpersonal skills that can be applied within a therapeutic family session.
- Excellent time management skills in maintaining a caseload of clients, including timely record keeping and database entry, as well as meeting clinical supervision and other job requirements.
- Ability to address sensitive issues with families according to service plan implementation.

**Other requirements**

- Eligibility for a positive Working with Children Check in the applicable state of employment in Australia or exemption based on professional qualifications and registration.
- Current driver's licence.
- Applicants must be eligible to legally work in Australia and proof of eligibility will be requested.
- Availability to work flexible hours to accommodate client families' availability, including occasional work outside standard business hours.

**Other information**

Applicants are encouraged to apply even if they do not meet every requirement of the role. When assessing applications, the panel will consider performance and achievements in the context of individual circumstances.

We recognise that career paths are not always linear and that personal circumstances, career interruptions or periods of leave may have influenced work history. This means we will focus on the quality and impact of achievements, alongside experience and qualifications (where required), when assessing suitability for the role.

Act for Kids warmly encourages applications from Aboriginal and/or Torres Strait Islander peoples.