


	Position Title: Clinician – The Wattle Project and The Falcon Project (Adolescent Violence)	Team: Take Two	  
	Band: A	Salary: Stream 2, Level 5	Date: May 2026

OUR VISION AND PURPOSE	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful. Our Vision for 2026: Together we will courageously change lives and reimagine service systems. For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose. Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p>We look forward to working with our staff, carers, partners, supporters and government, to ensure children, young people and their families can create the future they imagine for themselves.</p>	<p>Take Two provides a range of specialised therapeutic intervention services for infants, children and young people who have suffered trauma, neglect and disrupted attachment, and contributes to the service system that provides care, support and protection for these children. Take Two has a comprehensive clinical framework and is supported by a knowledge team that provides internal clinical practice development, research and specialist consultation to the program to enhance outcomes for service users.</p> <p>The Take Two Wattle and Falcon Projects provide trauma-specific therapeutic family violence services to young people who use violence, it incorporates two programs:</p> <ul style="list-style-type: none"> • The Wattle Project, an adolescent who use violence in the home (AVITH) program offers therapeutic intervention to young people and their families, case management, and brokerage support to address the cause and impact of a young person’s violence at home. • The Falcon Project, part of the Supporting Adolescent Boys Trial, provides therapeutic intervention to young people aged 12-18 years who use or are at risk of using physical or sexual violence. • These services run across some or all the north-eastern Melbourne and Hume-Merri-bek regions. <p>The Wattle and Falcon Projects are led by Take Two in partnership with several community-based organisations who provide service navigation, and cultural and disability expertise. The program supports a collaborative and inclusive team environment and works closely with Berry Street's Integrated Family Services Team and Y-Change lived experience consultants.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p>We expect all staff to apply these Values in all aspects of their work.</p> <p>Courage: to never give up, maintain hope and advocate for a ‘fair go’</p> <p>Integrity: to be true to our word</p> <p>Respect: to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p>Accountability: to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p>Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills.</p> <p>Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children.</p>	<p>The primary objectives of the role are to:</p> <ul style="list-style-type: none"> • Carry a caseload and provide responsive clinical services to clients and families who are at various stages of the episode of care, such as assessment, treatment, and closure. Therapeutic work can range from short to long term. • Conduct assessments and develop therapeutic treatment plans guided by the Neurosequential model and/or other clinical measures, with clear goals that are reviewed regularly. • Work in a systemic and collaborative manner with the client, family, and care teams to achieve goals within specified time frames. • Provide a range of high-quality therapeutic group programs for young people and their families. • Provide face-to-face clinical services. • Engage stakeholders and work with partner agencies • This role is primarily within the Falcon Project, however, will provide clinical and other services across both the Falcon and Wattle projects.
	REPORTING RELATIONSHIPS
	<p>This role is based at our Preston Office in the Northern Region, Wurundjeri Country.</p> <p>This role reports to the Senior Clinician or Clinical Team Leader who will provide supervision and review.</p>

EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Code of Conduct, which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement.
- Raise all health, safety, and wellbeing issues or concerns with managers, observe all safe work procedures and instructions, and take reasonable care for their own safety and for the safety of work colleagues by always operating in a safe and appropriate manner.
- Participate in regular supervision, performance planning and review processes and probationary reviews.
- Complete mandatory training within designated timeframes.
- Berry Street is committed to service delivery that prioritises and celebrates diversity and inclusion in our staff and the children, young people and families we support. Every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality, or religion.
- Berry Street is committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify as LGBTIQA+.

KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Demonstrated history of achieving strong outcomes for children and young people who have experienced trauma and/or who are presenting with demonstrate extreme emotional and behavioural dysregulation.
- Demonstrated engagement skills and experience in working therapeutically with children, adolescents and families
- An understanding of the complexity of the family violence and child protection service systems and the issues involved in providing services to clients with complex needs.
- Demonstrated commitment to working collaboratively and the capacity to negotiate and liaise with other agencies and the community, including CSOs, statutory and justice services
- Ability to provide consultation and psychoeducational support to non-clinical staff, including parents, health, education and statutory services
- Sound decision-making skills reflected in excellent clinical judgements.
- Demonstrated knowledge of the Safe & Together™ Model of practice.
- Demonstrated understanding of, and respect for, the needs of people from diverse cultural backgrounds. Including people of different genders, ethnicity, religion and the LGBTIQ+ community. A commitment to operating in a way that is consistent to inclusive practice standards.
- Demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.
- Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.
- Willingness to travel to regional areas for clinical work.

QUALIFICATIONS AND OTHER REQUIREMENTS	DESIRABLE
<ul style="list-style-type: none"> • An appropriate Bachelor degree level or higher qualification in a Health or Welfare related field such as Occupational Therapy, Psychology, Social Work, Family Therapy, Speech Pathology or related discipline. • Extensive experience conducting clinical work with adolescents • Staff must hold a valid WWCC, current drivers license at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances. • Please note: The scope of this position does not require the incumbent to practice as a registered psychologist, occupational therapist or other AHPRA registered profession and, as such, discipline specific registration is not a requirement. If the incumbent wishes to maintain registration it is at the incumbent's discretion and will not impact on the scope of this role. 	<ul style="list-style-type: none"> • An understanding of the Child and Family Services sector and an understanding of the Children, Youth and Families Act 2006 and Family Violence Protection Act 2008. • An understanding of the issues involved in working with families with diverse needs i.e. CALD or disability (physical, sensory, intellectual or psychiatric). • Post Graduate training is desirable (Adolescent Mental Health; EMDR; Family Therapy etc.) and trainee or clinical membership of relevant professional association.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
<p>Service Delivery</p>	<ul style="list-style-type: none"> • Undertake client screening and intake activities. • Conduct assessments to understand the factors contributing to the referred clients use of violence, which may include the impact of trauma, neglect, and abuse experiences on the young person's development and functioning, • Contribute to the delivery of clinical services comprising of triage, assessment and treatment of adolescents who use violence, referred to the Wattle Project • Administer and interpret standardised clinical measures. • Collaborate with colleagues to ensure the safety of referred clients and their families. • Write a cohesive, succinct, timely report for multiple audiences –including the young person, parents or carers. • Provide therapeutic interventions specified in the goal and intervention plan. This may be directly with the young person and/or via others such as parents or carers/family members, utilising psychoeducation, coaching and/or reflective practice. • Use a variety of evidence-informed approaches appropriate to your client. • Treatment can be at the levels of the individual young person, the family system, the care team system or a combination. • Monitor and manage the clients emotional/physiological arousal during sessions. • Identify and respond to clinical and family violence risks as appropriate and in line with Berry Street policies and procedures • Utilise therapeutic skills to engage adolescents and their families understanding the impact of violence within relationships • Provide support and therapeutic skills to engage parents, families and young people in relational repair and in examining factors contributing to current family functioning. • Utilise an understanding of adolescent and family development and attachment therapy to inform engagement, therapeutic approach and goals. • Assertive outreach may be required as an engagement tool with family homes, schools and local services being potential service delivery sites. • Provide secondary consultation concerning the wellbeing needs and family violence risk management needs of clients. • Ensure all data requirements and client documentation are completed within the required time frames and of a high quality. • Complete all clinical work within the required timeframes • Keep abreast of relevant theoretical, legislative and policy development. • To participate in triage activities and allocation meetings. • Monitor clinical workloads and risk, and to review the progress of clinical work.

	<ul style="list-style-type: none"> • Support the evaluation of the model and ensure data and information related to client files adheres to practice policy and standards. • Facilitate group programs with young people and/or families/parents/carers
Teamwork	<ul style="list-style-type: none"> • Work cooperatively with the system that sits around the child – child protection practitioners, family violence services, cultural supports, education providers, health providers, care givers and family, with a focus on advocating for the dignity and human rights of the client. • Clinicians work in a team to ensure the workplace is a learning environment and are required to share and listen to others. • Participate in case presentations and other clinical development opportunities to assist self and colleagues.
Administration	<ul style="list-style-type: none"> • Complete reports within Take Two guidelines and in agreed time frames. • Maintain up to date files, including timely and succinct case notes, and update databases as required and expected. • Complete case reviews as requested
Supervision	<ul style="list-style-type: none"> • Actively participate in supervision. The Berry Street model of supervision encompasses management, support, development and mediation. It is not supervision to maintain professional standards. It is the forum to discuss clinical governance and risk and seek approvals and guidance as required. • Engage in workplace organization training and initiatives of Take Two. • Engage in Communities of Practice and Practice Focus.
Other	<ul style="list-style-type: none"> • Self-manage risk and safety in clinical practice and work environments. • Participate in team meetings, training and other meetings as appropriate. • Provide reports as required. • There is an expectation that staff never commit, excuse or remain silent about violence against women. • Other duties as directed.

ABOUT TAKE TWO

Who we are

Berry Street started in Melbourne in 1877 and believes children, young people and families should be safe, thriving and hopeful. Take Two is a program of Berry Street providing trauma informed intensive therapeutic services for infants, children, young people and families impacted by trauma, neglect or abuse.

Take Two is also involved, in partnership with other community service agencies, in the provision of therapeutic foster care, therapeutic Family Violence services, Aboriginal therapeutic home-based care, therapeutic residential care, Stronger Families, Navigator and the Community Wellbeing Program. Additionally, the service also provides training, consultation and reflective practice to the wider Children and Family Services sector and conducts and disseminates evaluation research on Take Two's therapeutic services. Take Two is a flagship site of the Child Trauma Academy implementing the Model of Neurosequential Therapeutics to guide intervention planning.

The service is a consortium of:

- Berry Street – lead agency & child welfare expertise
- VACCA – cultural expertise
- Mindful (University of Melbourne) – practice development expertise
- La Trobe University – research expertise

Take Two operates from more than a dozen Victorian sites, including metro, regional and rural areas.

Our therapeutic model

Take Two is the only fully accredited outreach program that provides a state-wide service for infants, children, young people impacted by trauma, neglect or abuse. Treatment approaches focus on the repair of harmful outcomes, and improvements in emotional health, relationships and development. We work with the traumatised child, and with their caregivers, families and communities. We help them understand the child's trauma, and how it's impacting their development and behaviours.

We use the Neurosequential Model of Therapeutics (NMT) to guide treatment and intervention planning. Based on current neuroscientific research, the NMT model helps us assess the impacts of the child's trauma on their developing brain and determine which interventions we should use to support the child. We then use evidence-based and evidence-informed interventions and treatments to support children who have suffered developmental trauma.

What we do

Take Two provides individual, dyadic and systemic client facing services including:

- Intensive therapeutic service (children referred by Child Protection)
- Therapeutic foster and residential care programs
- Family preservation and reunification response program (helping families keep their children out of out-of-home care)
- Therapeutic family violence programs (working with the child/adolescent and the non-offending parent after family violence)
- Specific wellbeing programs for very vulnerable groups of children in our community, including; Aboriginal children, and young people who have disengaged with school.

Take Two also provides a range of research, practice development and consultation services. Our research has provided unique insights into what helps and what hinders children from overcoming childhood adversity.

Take Two is highly committed to providing culturally appropriate support to Aboriginal children accessing our services. We employ Aboriginal staff in dedicated positions and work closely with Aboriginal Controlled Community Organisations across the state.

Our Developmental Specialists Team (including a Neuropsychologist, Occupational Therapist and Speech Pathologist) provide individual client assessments and consultation.

INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
Client Facing and Service Delivery	Work with clients who may have a physical, psychiatric, or sensory disability.	Daily
	Interact with clients and members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Daily
	Work with complex clients which may expose you either directly or vicariously to emotionally challenging concepts such as self-harm, trauma, illegal activity and/or violence.	Daily
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Occasional
	Work in a client's home or their family home alone and/or with others.	Occasional
	Represent, advocate, and cooperate with legal processes which may include attendance to court.	Occasional
Work Environment	Manage demanding and changing workloads and competing priorities.	Daily
	Work in different geographic locations.	Occasional
	Be exposed to all outdoor weather conditions.	Occasional
	Work via computer from home as required.	Occasional
	Work office hours with the possibility of extended hours. Flexible arrangements by agreement.	Occasional
	Work rostered hours with the possibility of overtime.	Not Applicable
	Work on-call after hours.	Not Applicable
	Work in an open plan office with no assigned desk.	Occasional
	Work in buildings which may require the use of stairs or elevators.	Regular
	Sit at a computer or in meetings/meeting rooms via video conference facilities or in person for extended periods.	Daily
	Work in educational or community facilities.	Occasional
	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regular
	Undertake training and professional development activities both internal and external to the organisation.	Occasional
Administrative Tasks	Undertake administrative tasks which may include the following: computer work, filing, data entry, writing reports, case notes/plans and client records. Manage resources and budgets. Research and analyse information and data.	Daily
	Use technology including computers, photocopiers, telephones including mobiles, projectors, televisions, video conference facilities and electronic whiteboards.	Daily