


 Proudly part of Berry Street Yooralla	Position Title: MST Practitioner	Team: Complex Care	  
	Band: B	Salary: Stream 2, Level 6	Date: June 2026

OUR VISION AND PURPOSE	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2026: Together we will courageously change lives and reimagine service systems.</p> <p>For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>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>Multisystemic Therapy (MST) is an intensive family and community-based intervention focused on supporting young people ages 10-17 years who have severe challenging behaviours, including offending, who are at risk or entry, or have recently entered, into the Out of Home Care (OoHC) system. Multisystemic Therapy utilises the MST model to develop comprehensive, systemic intervention plans for children young people and their families.</p> <p>MST emphasises promoting behaviour change in the young person’s natural environment, addressing the multiple known causes of serious antisocial behaviour. The work happens across all they key settings impacting a young person, including family, peers, school and community, to effect lasting change.</p> <p>MST aims to empower parents and carers with the skills and resources needed to independently address the difficulties arising from raising teenagers, and to empower young people to cope with the family, peers, school, and community problems they encounter.</p>
<p>OUR VALUES</p> <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>PRIMARY OBJECTIVES OF THE ROLE</p> <p>The MST Practitioner provides in-home clinical services to a small caseload of young people with serious challenging and antisocial behaviours. The primary objectives of this role are:</p> <ul style="list-style-type: none"> • Deliver intensive, evidence-based Multisystemic Therapy (MST) interventions within the young person’s home and community to a defined caseload. • Work collaboratively with families to drive engagement, build caregiver capacity, and support sustainable behaviour change. • Identify and assess strengths and risks across key systems, including family, peers, school, and community. • Develop and implement tailored, outcome-driven treatment plans that are responsive to the ecological drivers of behaviour. • Hold primary responsibility for case planning, intervention delivery, and achievement of measurable outcomes in line with MST principles. • Partner with caregivers and key stakeholders to set clear, achievable goals that promote safety, stability, and pro-social behaviour.

- Mobilise natural support and community resources to strengthen protective factors and reduce risk of reoffending or placement breakdown.
- Deliver interventions using MST-aligned, evidence-based approaches, including:
 - Cognitive Behavioural Therapy (CBT)
 - Behavioural and contingency management strategies
 - Family systems and caregiver-focused interventions
- Maintain a strong focus on accountability, continuously monitoring progress and adapting interventions to achieve positive, sustainable outcomes.
- Participate in clinical supervision and adhere to MST fidelity measures to ensure model integrity and quality service delivery.

This role requires participation on a 24/7 on call roster.

REPORTING RELATIONSHIPS

This role is based at our Noble Park Office in the Complex Care program, on bordering Wurundjeri and Boonwurrung Country.

This role reports to the MST Clinical Supervisor who will provide supervision and review.

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 LGBTIQ+.

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

- Demonstrated experience in, or knowledge of, family/care giver systems theory and interventions along with behavioural and cognitive behavioural therapies and their application to working with young people experiencing multiple and complex challenges.
- Demonstrated experience in planning and delivering evidence-based interventions with individuals or families or systems.
- Relevant experience working with marginalised, minority and difficult to engage young people and/or their families in their homes and communities.
- Strong interpersonal skills and the ability to effectively collaborate across agencies; including effective participation in complex stakeholder groups.
- Proven ability to conduct systemic assessments including demonstrated problem solving and analytical skills particularly in relation developing hypotheses to explain the referred client behaviour.
- Knowledge and understanding of cultural sensitivities and demonstrated ability to engage and effectively work with Aboriginal and Torres Strait Islander people.
- Proven ability to effectively time manages caseload and documentation requirements.
- Ability to effectively participate in peer supervision and receive constructive feedback on a weekly basis.
- 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 practising and promoting self-care strategies.

QUALIFICATIONS AND OTHER REQUIREMENTS

- Bachelor degree in Psychology, Social Work, or related subject area with significant experience in therapeutic settings.
- Staff members must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.
- Positions working in unsupervised contact with young people in Out of Home care settings will be subject to Worker Carer Exclusion Scheme (WCES). Employees have a legal obligation to advise Berry Stret if they are under investigation or have been excluded prior to and during the course of their employment.

DESIRABLE

- Master's qualification in Psychology, Social Work or related field is preferred or working towards a Master qualification in a related discipline.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Direct Service Delivery	<ul style="list-style-type: none"> • Deliver clinical services to a targeted complex caseload of young people and their families (working primarily through caregivers) including assessments, problem conceptualisation, planning and treatment). • Adhere to the MST intervention model, establishing intensive client contact and intervention with individuals and families and working with relevant personnel from community agencies. • Conduct assessments of young people, their families and the social and community networks to identify risks and strengths of the systems to incorporate into a therapeutic intervention. • Identify barriers to pro-social activities and engage family/caregivers and other key participants in change-oriented treatment to resolve or reduce barriers and achieve lasting behaviour change. • Provide individual, family/care giver and community interventions through the flexible use of a range of evidence-based psychotherapeutic strategies on a needs basis including out of hours in accordance with approved policies. • Build and maintain a relationship with community stakeholders (i.e., child protection services, youth justice, schools, etc.) to ensure cooperation among service providers. • Collaborate with all relevant systems and key participants within each system to ensure their buy-in and cooperation throughout MST treatment. • In conjunction with the MST Clinical Supervisor, is accountable for client outcomes, as per Licence Agreement. • Participate in the collection and collation of data on adherence to the MST model. • Exercise sound clinical judgement and provide quality information, advice, reports and services to Life Without Barriers and clients. • Maintain clear and concise documentation of treatment efforts that promote peer and supervisory review and feedback, and that demonstrate compliance with MST Principles and the MST Analytic Process. • Ensure that client management systems are up to date with all relevant client and service information.
Learning and Development	<ul style="list-style-type: none"> • Participate in weekly written and verbal supervision from the MST Clinical Supervisor and external MST Consultant and be open to consistent peer supervision and feedback. • Develop and participate in a Professional Development Plan that supports the MST intervention model with a flexible approach to service delivery. • Participate in research and evaluation projects relating to the effectiveness of the program in improving the coping capacity of youth offenders and reducing re-offending rates. • Participate in ongoing MST Training.
Program Development	<ul style="list-style-type: none"> • Support the supervisor in the planning, implementation, coordination and administration of the family focused MST Program. • Participate in continuous improvement strategies and processes within the MST Program. • Participate in research and evaluation projects relating to the effectiveness of the program in reducing re-offending and improving the well-being of young offenders in relation to a number of outcome areas.
Other	<ul style="list-style-type: none"> • Contribute to regional development activities and work in close collaboration with other programs • Other duties as required.



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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.	Not Applicable
	Work in a client's home or their family home alone and/or with others.	Regular
	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.	Regular
	Be exposed to all outdoor weather conditions.	Regular
	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.	Regular
	Work on-call after hours.	Regular
	Work in an open plan office with no assigned desk.	Regular
	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.	Regular
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