



POSITION DESCRIPTION

POSITION TITLE:	Manager, Therapeutic Services
PROGRAM:	Therapeutic Services, South Australia
STATUS:	Part Time (30.4hrs per week – 0.8FTE), Ongoing
REPORTING TO:	Director of Services, South Australia
LOCATION:	1/122 Carrington Street, Adelaide 5000
CLASSIFICATION:	Thorne Harbour Health Limited Enterprise Agreement 2026 & SCHCADS/SACS Level 7. Thorne Harbour pays above award rates.

1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health is a community-controlled LGBTIQ+ organisation, governed by our members, and working for our sex, sexuality, and gender diverse communities.

For more than 35 years as the Victorian AIDS Council (VAC), the organisation led the Victorian community's response to HIV and AIDS. Now, our work has moved beyond Victoria and Thorne Harbour Health is responding to a broad range of health issues. Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTIQ+ communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

Our Vision

A world where our communities are healthy and live safely, with dignity and wellbeing.

Our Mission

To deliver community-led and culturally appropriate health and wellbeing programs informed by and responsive to our communities, always advocating to reduce stigma and discrimination.

For more information on our organisation please visit our website www.thorneharbour.org

The Communities We Serve

When we talk about 'the communities we serve', language matters. We use words in ways that acknowledge and demonstrate respect for the way we describe our bodies, genders, and relationships. The terminology our communities use is complex and evolving, and identities can shift and change over the course of a person's life. We now use the LGBTIQ+ acronym as a collective term, but not all see it as inclusive enough. At Thorne Harbour Health, the communities we serve are made up of unique people with diverse backgrounds and experiences who identify as lesbian, gay, bisexual, people with innate variations of sex characteristics, trans and gender diverse, non-binary, intersex,

queer, other sexualities, gender bodily diverse people, and all people living with HIV. HIV continues to be important to us because it's where we began and will always be part of our communities' experience. While we remain committed to using and advocating for inclusive language and will endeavour to always describe people in the way they describe themselves, for the purpose of communication and accessibility of this strategic plan, we will use the term 'our communities' when referring to the diverse communities we serve.

This strategy is informed by our communities. We acknowledge the people we have lost to HIV, transphobia, homophobia, stigma, and discrimination. We acknowledge the learnings and guidance from our communities' elders and honour their legacy.

For more information on our organisation, please visit our website www.thorneharbour.org

2. PROGRAM CONTEXT, ROLE & FOCUS

The Mental Health and AOD services make up the Therapeutic Services team and provide specialist support services to the LGBTIQ+ community and those living with, affected by, or at risk of, HIV.

Thorne Harbour Health's services to the LGBTIQ+ community and people living with HIV recognise the importance of specialist responses led by the LGBTIQ+ community for the community and that HIV related programs adhere to the principles of the meaningful involvement of people living with and affected by HIV.

The AOD counselling service supports positive behavioural change in a client's substance use through the delivery of peer support, case work, evidence-based therapeutic individual counselling, therapeutic and psychoeducational group programs and brief interventions to clients and their families. Services range from a brief intervention/single session to extended periods of work.

Our Specialist Mental Health Service provides peer support, brief intervention, clinical care coordination, counselling, and structured psychological therapies. The service is aimed at meeting the needs of people who experience barriers to accessing mainstream mental health services or have needs not met by mainstream services such as managing the impact of minority stress and homo/bi/trans phobia, and/or gender affirmation. Clients may self-refer or be referred via their GP or other health provider. A current Mental Health Treatment Plan is required for clinical care coordination and structured psychological therapies.

Staff providing these services include peer workers, case workers, mental health counsellors, AOD Counsellors, a Senior AOD Clinician and a Mental Health Clinical Lead. LGBTIQ+ cultural competency and a trauma-informed lens informs how all clinicians conduct intake, risk assessment, service planning and the delivery of psychological interventions.

The Adelaide Specialist Mental Health Service and the Alcohol and Other Drugs Service are co-located and together make up Thorne Harbour Health Therapeutic Services South Australia (SA), managed by and reporting to the Manager, Therapeutic Services, SA.

3. POSITION ROLE AND RESPONSIBILITIES

The Therapeutic Services Manager is accountable for the leadership, clinical and operational oversight of all Therapeutic Services programs.

Leading Team Leaders and staff and managing multiple services, the Manager seeks to be collaborative and dynamic in providing operational leadership and contributing to strategy development across Services.

The Therapeutic Services programs aim to support positive changes in the clients through the delivery of evidence-based therapeutic individual, group, family and peer interventions to clients and their families.

The Manager, Therapeutic programs plays a key role in shaping the teams, contributing to the development of the TS programs, and ensuring the services engage meaningfully with other parts of THH and across relevant community stakeholders and sector partners statewide to make best use of internal and external resources and opportunities.

Critical to the role is to understand the cultural issues and barriers that may face people living with or affected by HIV and LGBTIQ+ community members including those who use alcohol or other drugs, experience family or relationship violence; and to lead culturally safe and appropriate responses.

Staff report operationally to their respective Team Leaders, and the following roles currently report to, and receive Operational and Clinical Supervision from the Manager, TS role:

- Alcohol and Drug Program Senior Clinician
- Alcohol and Drug Senior Care and Recovery Worker
- Mental Health Clinician
- Clinical Lead

Key roles and responsibilities of the role are as follows:

- Leading and managing Team Leaders and staff
- Program marketing and community engagement
- Strategic policy development
- Service development and growth
- Change leadership and management
- Development of Training
- Providing clinical supervision to Team Leaders or coordinate clinical supervision
- Provide high level clinical practice leadership and innovation
- Implementation and oversight of client management systems
- Oversight of budgets and financial systems and resources
- Leading accreditation and quality improvement processes
- Program reporting
- Performance management
- Program recruitment
- Managing the preparation of tenders and submissions
- Participation in THH and sector leadership forums
- Public representation
- Broad oversight of clinical governance processes including client relations and records
- Management and facilitation of organisation wide committees and working groups
- Networking and collaborating with a broad range of organisations, peak bodies, and Government Departments
- Ensure professional codes of practice and ethics are in place and adhered to
- Ensure Program adherence to THH Policies & procedures and all relevant legislation.
- Actively participate in ongoing professional development activities, including individual and group supervision and by attending relevant training
- Lead student placement and volunteer programs
- Contribute to the growth and development of the THH SA directorate
- Undertake other duties as directed in support of the organisation and its objectives

4. KEY SELECTION CRITERIA

Qualifications

- Relevant tertiary qualification in health or community services, such as social work, psychology, or counselling
- Eligibility for membership of a relevant professional association (e.g., AASW, AHPRA, APS)

Skills and experience

- Experienced and competent in the design, delivery and leadership of therapeutic programs involving a diverse client group, including a demonstrated capacity to provide both operational and clinical supervision.
- A good understanding of the issues of, and a commitment to work with, people living with, affected by or at risk of HIV.
- Experience in leadership in a comparable role with demonstrated leadership skills including the ability to lead and manage a program and the capacity to plan work, motivate staff and monitor performance.
- An understanding of contemporary health service management and an ability to apply them (e.g. risk management, financial management, project management, the development of quality systems and clinical governance).
- Experience in advancing external partnerships, with service providers, government, and other stakeholders, to enhance care pathways and build sector capacity.
- The ability to collaborate effectively with colleagues and work as part of a professional team demonstrating a commitment to the delivery of high-quality services to hard to reach and/or marginalised client groups.
- Ability to ensure compliance with funding, target, quality, and other reporting requirements.
- A knowledge of and interest to work with people from LGBTIQ+ communities, including people with AOD misuse issues and those experiencing family violence in a non-judgmental and respectful manner.
- Current South Australian Drivers Licence

Desirable

- Post graduate qualifications relevant to management and leadership

5. CONDITIONS OF EMPLOYMENT

- Salary is paid in accordance with the Thorne Harbour Health Limited Enterprise Agreement 2026. The classification for the position is SCHADS Award/SACS Level 7.
- Salary packaging is available at Thorne Harbour Health. It is a legitimate method of restructuring existing salary into a combination of salary and expense payment benefits to provide a higher net remuneration for the employee.
- Employer's required contribution to superannuation will also be paid.
- Conditions of employment are as stated in the Thorne Harbour Health Limited Enterprise Agreement 2026.
- The position is for 30.4 hours per week.
- Completion by Thorne Harbour Health of a satisfactory police check.
- Evidence of a valid Working with Children Check.

- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments. Overtime is not paid, and time-in-lieu provisions do not apply to this position.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.
- Candidates must have full working rights in Australia and may be required to provide proof of this eligibility.

6. PROFESSIONAL SUPERVISION

Thorne Harbour Health has a commitment to ensuring that staff members receive high quality supervision on a regular basis. This role is required to attend this supervision.

7. WORKPLACE HEALTH & SAFETY

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Victoria) (Duties of Employees) or Section 28 of the Work Health and Safety Act 2012 (South Australia) (Duties of Workers).

8. APPLICATION PROCESS

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be submitted via the listing in Employment Hero.

For further enquiries please contact Bron Lawman – Director, Therapeutic Services (VIC) via email – bron.lawman@thorneharbour.org

Applications close on Tuesday 14 July 2026

Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.