

Position Description

Sexual Abuse Therapist (Allied Health Practitioner/Psychologist/Counsellor/Social Worker)

Location:	Cairns	Reports To:	Program Coordinator
Award:	Social, Community, Home Care and Disability Services Industry Award, Level 6	PD Date:	July 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 position

Act for Kids provides a specialist therapy service in Cairns, working with children and young people who have experienced sexual harm or display harmful sexual behaviours. The role will include an early intervention focus and working holistically with families/parents/carers to prevent further harm. The role will work with children, young people, and families where sexual abuse and/or harmful sexual behaviours impact the safety and wellbeing of themselves, and/or other children and young people.

Key responsibilities

- Maintain a client case load as negotiated with the Program Coordinator.
- Undertake assessment related to child's experience of sexual abuse and trauma.
- Identify and work toward client goals and achieve successful case outcomes with clients.
- Develop and review safety plans with young people and protective adults related to harmful sexual behaviour.
- Deliver protective behaviour training to children and young people.
- Provide an outstanding therapeutic service to children, young people and their families who are referred to the Cairns Sexual Abuse Counselling service.
- Provide trauma informed, developmentally sensitive and culturally safe assessments and counselling supports to children and young people who have experienced unwanted sexual contact.
- Provide trauma informed, developmentally sensitive and culturally safe assessment and counselling to children and young people 10-17 to address harmful sexual behaviours.
- Encourage and strengthening supportive relationships with adult caregivers and schools.
- Enhance psychosocial outcomes for children and young people impacted by trauma.
- Attend/facilitate stakeholder meetings for the benefit of clients and develop case plans.
- Regularly attend and participate in supervision, case reviews and other case discussions as required.
- Maintain up-to-date output and outcomes data for all clients as required by Act for Kids policies and procedures.
- Maintain and develop professional skills, through supervision and professional development.
- Participate in the Act for Kids Performance Development Planning processes through monthly and annual meetings with the line manager.
- Provide quality, timely reports as required and/or requested.
- 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

- Tertiary qualifications in a relevant discipline (psychology, social work, allied health).
- Where applicable, registration with the appropriate Board under the Australian Health Practitioner Regulation Agency.
- Membership of a relevant professional body where applicable eg. Australian Psychological Society, Australian Association of Social Workers, Australian Counselling Association is desirable.

Skills and experience

- At least two (2) years' experience working with children, young people and their families in similar therapeutic roles.
- Experience providing individual therapy to children, young people and their families.
- Experience with Trauma Focused Cognitive Behavioural Therapy.
- Experience delivering psychoeducation to children and adults.
- Understanding the impact of sexual abuse on child development and impacts on family.
- Knowledge of current trauma treatment trends and child protection legislation and policy reforms.
- High level of cultural awareness and experience working with families from different backgrounds, particularly Aboriginal and Torres Strait Islander people.
- Willingness to work as part of a team and to cultivate a strength-based approach.
- Well-developed communication, problem solving and interpersonal skills.
- High level time management and case load management skills.
- Ability to use electronic case management and reporting tools.
- Excellent documentation and record keeping skills.

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.

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.