



Position:	Senior Aboriginal Counsellor (First Nations Identified)
Organisation:	Australian Childhood Foundation
Location:	Perth
Hours of Work:	Part time 0.8FTE (negotiable)
Accountability:	Team Leader - Therapeutic Services WA (or delegate)

Introduction

The Australian Childhood Foundation (ACF) has a strong reputation for the delivery of therapeutic services, professional training and secondary consultation built upon up-to-date evidence based theoretical frameworks including the neurobiology of trauma, attachment and relational theories and child development. ACF also has a strong commitment to ensuring all its services are culturally safe and strong. This theoretical framework provides the foundation upon which all elements of care and intervention are provided by the Foundation's therapeutic services.

The Foundation currently provides a range of therapeutic services to children, young people, their families and/or carers in Victoria, NSW, Tasmania, ACT, South Australia, Western Australia and Northern Territory. The Foundation is responsible for delivering a range of specialist trauma based therapeutic services on its own and in partnership with a range other non-government and Aboriginal Community Controlled Organisations.

The Foundation is also a leader in knowledge mobilisation and organisational/system capacity building. It undertakes a broad range of projects and consultancies related to knowledge development, curation and translation in addition to service innovation and design, practice framework development, program development and co-design in consultation/partnership with governments, non-government agencies and Aboriginal Community Controlled Organisations across Australia. The Foundation delivers the Centre for Excellence in Therapeutic Care, an intermediary to support the out of home care system and is also a Registered Training Organisation. The Foundation is a founding member of the National Centre for Action on Child Sexual Abuse, funded by the Federal Government established as a result of the Royal Commission into Institutional Responses to Child Sexual Abuse and delivered in partnership with the Aboriginal and Torres Strait Islander Healing Foundation and Blue Knot Foundation.

Our Therapeutic Services

The Foundation's Therapeutic Services include a range of programs that seek to address the impact of developmental trauma on the child's emotional, psychological, behavioural and social functioning and support and resource key relationships and systems around the child to support the healing process for children and young people.

The primary objectives of our therapeutic service are to:

- promote the ability of children and young people to recover from the effects of abuse, trauma and loss.
- resource carers and others to provide nurturing, therapeutic, reparative care for children and young people who present with complex needs and challenging behaviours using a trauma framework.
- ensure that children and young people are provided with opportunities and assistance to participate in decisions that affect their lives.
- ensure a multi-systemic, integrated, coordinated, consistent and holistic response to the needs of children, young people and carers.
- promote placement stability and improve opportunities for children and young people to successfully transition from more intensive to less intensive placement options, to reunify with family, or have a robust leaving care plan.
- work with families of origin in a supportive, inclusive, and respectful way; and,
- ensure that meaningful planning occurs regarding the cultural needs of Aboriginal and other culturally diverse children and young people.

Context

OurSPACE WA is a statewide counselling, therapeutic consultation and support service for foster and family carers. OurSPACE WA helps to reduce stress for carers and improve placements for children by providing confidential counselling, empowering carers to better understand and respond to their children's therapeutic and cultural needs, and by offering support into the care team to strengthen the networks surrounding carers and their children. The program has a Senior Aboriginal Counsellor who provides culturally safe and responsive support for Aboriginal carers and those caring for Aboriginal children.

Australian Childhood Foundation is committed to working in partnership and collaboration with Aboriginal people, communities, and organisations to deliver culturally strong services. We recognise the value of cultural knowledge, lived experience and the contribution of Aboriginal staff. Australian Childhood Foundation is dedicated to creating a culturally respectful and culturally safe workplace for all employees.

KEY FUNCTION OF THE POSITION

The Senior Aboriginal Counsellor will act as a specialist therapeutic consultant and practitioner, working in partnership with children, carers, and networks of professionals to deliver the OurSPACE WA program and other therapeutic services. This position will actively work alongside Aboriginal and other local organisations in the delivery of therapeutic services; playing a key role in building connections and working relationships to ensure ACF therapeutic services are culturally responsive to the needs of Aboriginal carers and children.

1. KEY AREAS OF RESPONSIBILITY

1.1 Therapeutic Work with Carers - OurSPACE WA

- Provide therapeutic counselling and support to family and foster carers predominately via phone or video-call.
- Provide culturally responsive support for Aboriginal carers and those caring for Aboriginal children.
- Participate as an active member of the care team in all relevant care team meetings.
- Contribute to referral and intake processes.
- Conduct therapeutic and safety assessments and therapeutic plans in line with the approach of the OurSPACE WA program and ACF therapeutic services.
- Provide secondary consultation around the needs of carers and the therapeutic and cultural needs of children in care.
- Support the cultural needs of children in care, through resourcing carers and the network of relationships around children.
- Work alongside Aboriginal and other local organisations in the delivery of the program.

1.2 Therapeutic Work with Children & Caregivers – Therapeutic Services WA

- Provide individual and dyadic counselling to children and their caregivers.
- Contribute to the development of assessments and planning to support the cultural, therapeutic and safety needs of children.
- Provide secondary consultation around the needs of carers and the therapeutic and cultural needs of children.
- Support the cultural needs of children, through resourcing carers and the network of relationships around children.

1.3 Program Development, Implementation and Review

- Participate in program development, implementation, and review of the programs, working collaboratively to contribute to the successful development and implementation of the programs.
- Be involved in the implementation and monitoring of quality assurance measures within the programs, including the development of quality assurance and quality improvement frameworks for therapeutic service delivery.
- Establish and maintain positive relationships with the key stakeholders relevant to the therapeutic care program.
- Assist in identifying gaps or weaknesses in the programs and assist in devising strategies to address these.

1.4 Administration Requirements

- Meet the administrative requirements of the Australian Childhood Foundation.
- Participate in program meetings and training, organisation workshops and meetings, and other meetings as appropriate.
- Meet all program documentation standards and requirements and contribute to the development of the organisation's policies and practice guidelines.
- Develop relevant program documentation in consultation with the Senior Management.

1.5 Other duties

- Participate in and follow the requirements of the Australian Childhood Foundation Quality Management System.
- Perform other duties as required by the CEO or senior management.

2. CODES OF PROFESSIONAL CONDUCT

- Abide by the policies of Australian Childhood Foundation.
- Observe the Code of Practice of the Australian Association of Social Workers, the Australian Psychological Society or other relevant professional body.
- Adhere to and promote the Foundation's Code of Conduct.

3. MANDATORY QUALIFICATIONS, EXPERIENCE AND QUALITIES

- A relevant tertiary qualification (e.g., social work, psychology, counselling, etc.) or demonstrated significant experience in a related field.
- Demonstrated knowledge of Counselling or Psychotherapy theory and experience in practice.
- Solid understanding and demonstrated experience of delivering trauma informed and culturally responsive services.
- Ability to provide secondary consultation to clinicians and other professionals.
- Demonstrated knowledge of trauma, attachment and neurobiology frameworks and theories.
- Experience in the area of child abuse and/or in working with traumatised children.
- Demonstrated commitment to working collaboratively and the capacity to negotiate and liaise with individuals who make up the network of support around children and young people, including carers, child protection, other agencies and the community.
- An understanding of the complexity of the service system and the challenges involved.
- A current Western Australian driver's license or equivalent.
- A current National Police Clearance.
- A current Western Australian Working with Children Check or willingness to obtain.

4. PREFERRED SKILLS AND ATTRIBUTES

- Post Graduate qualification or additional training in relevant child, adolescent and family clinical practice.
- A well-developed ability to assist others to understand the implications of Trauma and Attachment theories and their relationship to child abuse.
- Demonstrated commitment to a learning culture and continuous improvement.
- Capacity to articulate and relate theory to practice in a training environment.
- Ability to understand and manage the complexities inherent in working in a home-based care setting, including flexibility in meeting the needs of carers and care teams.
- Extensive knowledge of child welfare and child protection and relevant legislation.

5. SALARY PACKAGE

The salary package is based on the terms and conditions of a Social and Community Services Employee Level 6 under the Social, Community, Home Care and Disability Services Industry Award 2010. The gross salary range for this position is \$110,109 to \$114,983 (full-time rate) not including superannuation.

The successful employee will be able to salary package a proportion of their salary according to the limit set by the Australian Taxation Office with regard to FBT liability for not-for profit organisations.

6. SAFEGUARDING CHILDREN POLICY

The Australian Childhood Foundation meets the requirements of a Safeguarding Children Organisation. The successful applicant is required to comply with the Foundation's child protection policies and Code of Conduct at all times. The Foundation's staff will not directly or indirectly cause children and young people to be abused, harmed or suffer any form of exploitation at all times. It is also a requirement that staff will not access or cause others to

access, view or download any form of child sexual abuse and exploitation material pornography at all times. Actions and behaviour by any staff member in breach of this policy and related procedures will be treated as a serious matter and may result in disciplinary action up to and including termination of employment.

7. ORGANISATION DESCRIPTION

The Australian Childhood Foundation was formed as the Victorian Society for the Prevention of Child Abuse and Neglect (VICSPCAN) in 1986 with its primary aim to advocate on behalf of children who have suffered abuse and neglect. It is a non-profit, non-government organisation that has made substantial achievements in the prevention of child abuse through education, advocacy, research and specialised therapeutic services to children who have experienced abuse and violence and their non-offending family members.

All positions are subject to a criminal records check. The Australian Childhood Foundation is committed to E.E.O principles and a smoke-free workplace. All employees are required to comply with its child protection policies and WHS, including all public health directives and orders regarding COVID19.

The Australian Childhood Foundation is committed to keeping children and young people safe from harm. All employees are required to comply with ACF's child safe policies.