



Clinical Supervisor

Role Title	Clinical Supervisor
Team	Supervision Team
Location	Brisbane (occasional travel to regional Queensland may be required)
Level	Level 7 Social, Community, Home Care and Disability Services Industry Award \$124,744 - \$129,961 per annum, pro-rata (depending on experience), plus leave loading and superannuation. Salary sacrificing available.
Reports to	Clinical Services Senior Leader
Contract	Part-time (0.4 FTE), Fixed-term, 12 months

Our Vision

Healing the past, nurturing the future.

Our vision is for refugee survivors of persecution to live lives liberated from the harms of torture, trauma and human rights injustice. We exist to nurture meaningful futures by assisting refugee survivors to heal, belong and thrive in our community.

Our Values

Kindness

We care.
In all our work, survivors of torture and trauma come first.

Optimism

We believe in meaningful futures.
We are committed to healing being a journey of growth across mind, body and spirit.

Perseverance

We don't give up. We understand that healing requires time, patience and courage for individuals, families and communities.

Fairness

We believe that recovery from trauma is about justice and that to heal is a human right.

Honesty

We act openly and ethically.
We are committed to delivering impactful services.

Primary purpose

The primary purpose of this role is to provide clinical supervision to internal QPASTT staff. To lead and nurture staff development through applying supervision frameworks, maintaining professional practice standards and supporting the organisations strategic vision of service delivery.

Character

We are looking for a Clinical Supervisor who is passionate about supporting direct service staff to assist individuals, families and communities recover from trauma. You will have a depth of understanding of the complexities of the work in order to compassionately respond and foster a safe environment for staff to be supported.

We seek someone who has strong discernment capabilities including the ability to balance the needs of individual staff members with those of the agency. You will contribute and guide the process of complex decision making by being honest, approachable and responsive.

QPASTT values flexibility and adaptability and the capacity to respond to evolving clinical processes to enhance practice and service delivery. We value transparent and authentic communication, as you will be required to develop and maintain professional relationships with staff in varying roles across the agency.

We believe in cultural respect. We are looking for a Clinical Supervisor who feels comfortable supervising and nurturing staff from a range of cultural, religious and professional backgrounds.

Responsibilities

1. Provide individual supervision to staff working with clients across the lifespan.
2. Identify needs and support facilitation of group supervision as required to direct services staff.
3. Have a comprehensive understanding of the professional supervision frameworks, relevant policies and procedures of the organisation to support appropriate application.
4. Navigate the intersection between professional and operational supervision to ensure the delivery of quality client services for individual supervisees.
5. Provide debriefing for members of QPASTT staff as required, particularly related to clinical incidents and crisis management.
6. Support review processes for direct services work to enhance supervisees depth of practice and quality service delivery.
7. Support accurate collection of professional and service level data in accordance with organisational directives.
8. Provide guidance and input to staff in relation to written communication, in particular psychosocial reports.
9. Be actively involved in annual appraisals of clinical performance of staff and be committed to supporting areas of improvement where required.
10. Work in collaboration with line managers to ensure that clinical supervision and line management is differentiated, complementary and consistent.



11. Actively contribute to the Supervision Team to foster cohesion and collaboration.
12. Contribute to the collaborative management and leadership structure of QPASTT.
13. Other duties may be required as directed by the Clinical Services Manager.

Required Skills and Experience

1. Qualifications in social work, psychology or related discipline.
2. An understanding of the vision and mission of QPASTT.
3. Experience in providing professional clinical supervision.
4. Experience in the provision of therapeutic counselling services within a systemic framework.
5. High level communication skills and interpersonal skills, including written and oral skills, consultation, negotiation, advocacy, presentation and liaison.
6. Strong conceptualisation skills and the ability to articulate formulation relating to complex trauma and the implications of cultural diversity.
7. Understanding of refugee trauma recovery frameworks is highly regarded.

Conditions of Employment

1. Current Positive Notice Blue Card and annual federal police check.
2. Current Queensland C Class driver's licence.
3. Occasional out of hours work.
4. Occasional travel to regional office locations in Queensland.
5. The period of probation will be six months.

Application Process

Applications close on **Thursday 6th August 2026 by 9am**. Please email your application to JobApplication@qpastt.org.au

1. Please provide a copy of your resume.
2. Please answer the following questions (no more than 1 page per question):
 - How will your experience and skills benefit QPASTT as a Clinical Supervisor?
 - How will your character fit the role?
 - How will your leadership qualities add value to the QPASTT leadership team?

Should you wish to talk with someone about this position, please contact, Elham Rezaei on 0412 273 031 or elhamrezaei@qpastt.org.au.

QPASTT is committed to the safety and protection of children, young people and vulnerable people in all areas of its work.

QPASTT is committed to equal opportunity in employment. We will act to ensure an environment free from discrimination on the grounds of sex, gender, sexual orientation, race, ethnicity, culture, age, marital status or pregnancy, family responsibilities, disability, and religious or political beliefs.