

Position title	<i>Counsellor</i>
Position number	<i>P2342</i>
Employment status	<i>Full Time - Fixed Term</i>
Department	Wellbeing
Service Area	Health & Wellbeing
Location	Rumbalara Road, Mooroopna
Position reports to	<i>Manager</i>
Award	Health Professionals & Support Services Award 2020
Classification	<i>Negotiable with Experience & Qualifications</i>

ABOUT THE ORGANISATION

Rumbalara Aboriginal Cooperative (RAC) is recognised as a leader among Aboriginal community-controlled organisations, maintaining a high profile in the public and private sectors across research, consultancy, policy development, and partnerships. RAC operates in a culturally appropriate, sensitive, community-controlled environment that maintains a holistic approach to service provision and emphasises the importance of family and community.

RAC has been a resource, service provider and enabler of the Aboriginal and Torres Strait Islander communities of the Greater Shepparton region since 1980. RAC is a cooperative working to provide a range of supports and services including:

- Health and Wellbeing Services
- Positive Ageing and Disability Services
- Justice and Community Services
- Housing and Infrastructure Services
- Family, Care and Early Years
- Corporate Services

RAC has an annual budget of \$50 million and a workforce of approximately 320+ people. RAC is a significant employer and economic contributor to the region and plays a high-profile leadership role as one of the larger Aboriginal organisations in Australia. RAC is committed to ensuring the Aboriginal people in the Goulburn Valley have certainty of access to community-controlled services.



ROLE PURPOSE
The Counsellor provides culturally safe, confidential and evidence-based counselling services to Aboriginal and Torres Strait Islander individuals, families and communities. Working within a Social and Emotional Wellbeing (SEWB) framework, the Counsellor supports clients experiencing a range of challenges including grief and loss, trauma, family violence, mental health concerns, substance use, relationship issues, and life transitions. The role works collaboratively with multidisciplinary teams to improve the health and wellbeing of Aboriginal and Torres Strait Islander people through holistic, client-centred care that recognises the importance of culture, family, community and connection to Country
KEY SELECTION CRITERIA
Qualifications and Registrations: Relevant tertiary qualification in Counselling, Psychology, Social Work or a related discipline Knowledge and skills: • Demonstrated experience providing counselling services to individuals experiencing complex social and emotional wellbeing issues. • Knowledge and understanding of trauma-informed practice. • Demonstrated understanding of Aboriginal and Torres Strait Islander cultures, histories and the social determinants of health. • Ability to establish respectful, culturally safe and therapeutic relationships with Aboriginal and Torres Strait Islander clients. • Excellent communication, interpersonal and case management skills. • Ability to work both independently and within a multidisciplinary team.
KEY RESPONSIBILITIES
1. <u>Technical Capabilities</u> • Provide individual counselling using evidence-based and culturally appropriate therapeutic approaches. • Undertake comprehensive psychosocial assessments and develop individual care plans in partnership with clients. • Support clients experiencing anxiety, depression, trauma, grief and loss, family conflict, stress, relationship difficulties, substance use and other social and emotional wellbeing concerns. • Deliver trauma-informed, strengths-based and culturally responsive counselling interventions. • Support clients to develop coping strategies, resilience and personal wellbeing goals. • Maintain accurate, confidential and timely clinical records • Develop collaborative care plans that reflect the client's identified needs and goals. • Coordinate referrals to internal programs and external specialist services where appropriate. • Advocate on behalf of clients to reduce barriers to accessing health, housing, legal, education and community services. • Work closely with General Practitioners, Aboriginal Health Practitioners, Nurses, SEWB Workers, AOD Workers, Family Services and external agencies • Participate in multidisciplinary case conferences to ensure coordinated care • Participate in community events, cultural activities and wellbeing programs. • Support the delivery of group education sessions and therapeutic groups where required



- Collect and report service data as required Participate in clinical supervision, professional development and reflective practice.
- Contribute to continuous quality improvement activities and accreditation requirements.
- Other appropriate and reasonable duties as directed by the Manager and/or Executive Manager.

Behavioural Capabilities

- Act at all times to protect the right of the clients, including culture, confidentiality, privacy, individual choice and decision-making
- Demonstrate commitment to the Co-operative's values and behaviours - serve the community, work together, act with integrity and respect other people (a copy of this is available to view)
- Provide support and proactively engage with the clients and broader community
- Establish and maintain relationships with clients, community and Rumbalara staff and team members

2. Administrative Capabilities

- Attend staff meetings
- Submit accurate timesheets and claim forms (if applicable) in a timely manner
- Participate in service training programs as organised by Rumbalara and / or any other training to upgrade skills
- Ensure that all statistical data / record-keeping and other documentation are completed and forwarded on time
- Follow correct policy and procedure directions at all times
- Contribute to and support the organisation's systems and processes for managing safety, quality and risk; observe and report hazardous situations or behaviours

EMPLOYMENT CONDITIONS

- Have a current National Police Check
- Hold Valid Driver's License, without restriction
- Hold current Employee Working with Children's Check
- COVID-19 vaccination certificate (strongly recommended in line with government guidelines; not mandatory)
- All staff are required to sign a confidentially agreement on appointment to the organisation
- Probationary / qualifying periods apply to all positions
- All staff are required to adhere to the Code of Conduct of the Co-operative (available to view)
- All staff are required to follow the policies and procedures to the department and the Co-operative (manuals are available to view)
- A commitment to equal opportunity and Occupational Health and Safety principles and practices is required
- Salary packaging is available to permanent part time and full-time staff
- Tenure of positions at RAC will be tied to existing contracted funding arrangements