



Australian Childhood Foundation

POSITION DESCRIPTION

Position:	Senior Clinician
Organisation:	Australian Childhood Foundation
Location:	Darwin
Hours of Work:	38 hours per week (Full time), 12-month contract
Accountability:	Senior Manager

Introduction

The Australian Childhood Foundation (ACF) has a strong reputation for 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 a leader in knowledge mobilization and organizational/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 Organization. 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 Sexual Abuse and delivered in partnership with the Aboriginal and Torres Strait Islander Healing Foundation and Blue Knot Foundation.

Context

ACF is a Territory-wide provider of therapeutic and services to children, young people, families and their carers in Youth Justice and Child Protection.

Through the Medical and Allied Health Specialist Services Panel, ACF is funded to provide a range of specialist assessment and counselling services across the Northern Territory including sexual assault counselling, trauma counselling, harmful sexual behaviour assessment and intervention, support to children and carers in out of home care, psychological and occupational therapy assessment and intervention, reunification assessment and intervention and trauma informed education assessments. Individual, family, and group work will be offered.

Key Function of the Position

The Senior Clinician will provide initial assessments as well as engage in a variety of clinical assessment and therapeutic intervention work with children, young people and their families who are involved in the range of programs and therapeutic services delivered by ACF.

The position's key responsibilities and duties are listed below.

1. Key Areas of Responsibility

1.1 Program Development, Implementation and Review

The Senior Clinician will:

- Develop, implement, and review holistic therapeutic plans for children/young people in collaboration with other service providers involved, including child protection, youth justice, education, out of home care, health, drug and alcohol and mental health.
- Participate in program development, implementation, and review of ACF's therapeutic services working collaboratively to contribute to the successful development and implementation and review of the services.
- Ensure that all services offered by ACF are culturally safe.

1.2 Intake / Therapeutic work with Children

The senior Clinician will:

- Engage in intake, safety and risk assessment procedures in accordance with organisational and program processes.
- Undertake specialised trauma assessments for children and young people referred into the program addressing both the trauma and attachment dimensions in addition to other critical issues and developmental vulnerabilities.
- Engage in ongoing assessment/review of the therapeutic needs of children and young people.
- Provide specialist individual, and parent/child therapeutic support to children within the program to promote their recovery from the effects of their abuse or experiences of family violence.
- Development and facilitation of structured group and/or family sessions where appropriate for children and families/carers.
- Coordinate any specific therapeutic services for children in the program or referred to ACF, including liaison with existing therapeutic service providers and regular discussion of individual plans with the child and the parents/carers/care team.

1.3 Specialist Therapeutic Support/Advice

The Senior Clinician will:

- Participate as part of a multidisciplinary team undertaking clinical assessments and trauma-informed therapeutic interventions across the range of therapeutic services delivered by ACF.
- Provide individual and/or family counselling and group work to children, young people and their families/carers.
- Establish and convene care teams for each child/young person in the program with

the aim of ensuring effective planning and coordination of services, collaboration with other professionals, and a clear exchange of information.

- Provide primary consultation and support to foster or kinship carers to support placement stability.
- Provide primary and secondary consultation to other relevant professionals and significant people regarding the child/young person.
- Provide reports to the court and other key stakeholders as required.
- Develop crisis response plans and safety plans in conjunction with the child/young person, family and other relevant agencies.
- Ensure that children/young people with urgent needs or requiring immediate action are attended to as soon as practicable.
- Develop a trusting, honest and respectful relationship with each child, young person and family engaged in the service.
- Undertake an assertive outreach approach to engage and maintain contact with each child/young person as intensively as is required or possible, with the aim of stabilizing the child/young person and their risk taking/offending behaviours.

1.4 Advocacy, Research and Training

The Senior Clinician will:

- Promote the rights of children to safety and security at an individual case practice level.
- Participate in, engage with and support the research activities of the organisation.
- Contribute to the collaborative development of specialist trauma-based training to carers, staff, and all relevant network members to promote a shared understanding and approach to the therapeutic care and support needs of the child and deliver training as required.

1.5 Administration Requirements

The Senior Clinician will assume responsibility for:

- Meeting the administrative requirements of the organisation.
- Participate in program meetings and training, organisation workshops and other meetings as appropriate.
- Meet all of the documentation standards and requirements and contribute to the development of the organisations policies and practice guidelines.
- Contribution to the development of ACF policies and practice guidelines.
- Assisting in the orientation of new program and administrative staff.
- Development of relevant program documentation in consultation with the Program Manager, Therapeutic Services.

1.6 Other duties

The Senior Clinician will:

- 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.

3. MANDATORY QUALIFICATIONS, EXPERIENCE AND QUALITIES

- An appropriate tertiary qualification in Psychology, Social Work, Occupational Therapy or a related discipline.
- Eligibility for membership of the relevant professional association.

- Demonstrated capacity to work in a culturally safe manner with Aboriginal and Torres Strait Islander children, young people, families, carers, and communities.
- Demonstrated knowledge of trauma, attachment and neurobiology frameworks and theories.
- Substantial experience in the area of child abuse and/or in working with traumatised children, including delivering a range of appropriate therapeutic interventions to the client group.
- A sophisticated understanding of the complexity of the service system and the issues in providing services to statutory clients.
- Demonstrated commitment to working collaboratively and the capacity to negotiate and liaise with volunteers, including carers, Territory Families, other agencies and the community.
- Demonstrated ability to provide leadership and direct service in the clinical assessment and treatment of children, young people and families.
- Highly developed ability to provide secondary consultation and advice to clinicians and other professionals.
- Demonstrated capacity to lead and manage in an area of challenging and complex practice.
- A current Northern Territory driver's licence or equivalent.
- A current Working with Children Check or equivalent.

4. SAFEGUARDING CHILDREN POLICY

The Australian Childhood Foundation is an accredited 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 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.

5. SALARY PACKAGING

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 \$115,339.12 to \$120,440.32 (full time wage) not including superannuation.

6. ORGANISATION DESCRIPTION

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 abused children and their non-offending family members.

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.