



POSITION DESCRIPTION

TITLE	Specialist Grief Practitioner
FUNCTION	Clinical Practice
REPORTS TO	Clinical Practice Lead
TERMS	• This role is covered by the Social, Community, Home Care and disability Services Industry Award 2010 Award • Classification level: Level 6 PP3 This is a permanent appointment. Employment may be offered on a full-time or part-time basis, dependent upon qualifications and experience
LOCATION	Grief Australia office, offsite or as otherwise agreed

Organisation Purpose

Grief Australia is an independent, not-for-profit organisation working to better prepare Australians for grief and to be a guiding voice through it. Our mission is to support grieving Australians through advocacy, evidence-informed practice and education.

Function Purpose

To ensure those experiencing grief and bereavement receive responsive, evidence-informed care, and to enhance community capacity by developing and delivering grief and bereavement education, strengthening partnerships and promoting grief literacy across diverse settings.

Role Purpose

The Specialist Grief Practitioner provides specialist counselling to people at risk of adverse bereavement outcomes and contributes to education and health promotion through a documented workload allocation. The clinical caseload sits within a specialist service that also serves as Grief Australia's clinical training setting, so practice knowledge informs teaching, supervision and grief literacy work. Education contributions include teaching, professional development, consultancy, practice support and student placement supervision where designated.

KEY RESPONSIBILITIES & DUTIES

Counselling and support

Deliver evidence-informed, best-practice counselling and support to individuals, families, children and couples experiencing grief and bereavement by implementing contemporary clinical approaches, facilitating support groups and working collaboratively with the Clinical Practice team.

Clinical documentation and governance

Maintain safe, high-quality service delivery by completing client notes and reports in a timely manner with thoroughness and accuracy, and by supporting implementation of and compliance with the national clinical governance framework and relevant policies and procedures.

Multi-agency coordination

Ensure clients have access to the full continuum of care by liaising with relevant external organisations and providing coordinated, multi-agency responses where other therapeutic interventions are clinically required.

Community education and grief literacy

Build community capacity to understand and respond to grief by developing and delivering grief and bereavement education and resources for diverse community audiences, as well as for health professionals working in adjacent fields.

Stakeholder relationships

Sustain and expand Grief Australia's referral and support network by developing and maintaining effective working relationships with referral sources, bereavement support agencies, health and emergency service personnel, and other relevant individuals and organisations.

Continuous improvement and values

Contribute to a high-performing, inclusive clinical team by identifying and pursuing continuous improvement opportunities, championing Grief Australia's Social Contract and actively supporting diversity and inclusivity programs.

KEY SELECTION CRITERIA

Essential

- Relevant tertiary qualifications and eligibility for clinical registration with PACFA, AASW, APS, ACA or AHPRA
- Demonstrated experience in a healthcare or community support environment, with specific experience delivering high-quality counselling services
- Experience in grief and bereavement service delivery and in developing or delivering training or education in the healthcare sector
- Comprehensive understanding of grief and bereavement literature and evidence-based practice
- Effective written and verbal communication skills, including the ability to engage sensitively with diverse client groups
- Ability to work independently and as part of a collaborative clinical team
- Ability to maintain accurate and timely clinical records
- Demonstrated experience in developing and delivering grief and bereavement education or resources for diverse audiences

Highly Desirable

- Certified Bereavement Practitioner (CBP) qualification or eligibility for certification
- Supervision qualifications and experience
- Creative approach to program development and delivery
- Candidates who are Aboriginal, Torres Strait Islanders, people with a disability or others from under-represented culturally diverse backgrounds are encouraged to apply.

Personal Attributes

- Deeply empathetic, with the ability to hold space for people in acute grief
- Committed to evidence-informed practice and ongoing professional development
- Organised and thorough, with strong attention to clinical documentation
- Collaborative and generous in sharing knowledge with colleagues and community partners
- Curious and creative, with an appetite for developing new approaches to grief education

WHAT WE OFFER

Salary and conditions: Dependent upon qualifications and experience. Employment terms are negotiable and may be offered on a permanent or contract basis, full-time or part-time.

Flexibility: We offer a hybrid working model, with work from the Grief Australia office and offsite options available by agreement.

Meaningful work: Grief is one of the most universal human experiences, and the work you do as a Specialist Grief Practitioner makes a tangible difference to people at their most vulnerable. We are committed to delivering care that is evidence-informed, compassionate and genuinely responsive to each person's experience.

Culture and team: We are a team of clinicians, educators and advocates who take each other's wellbeing seriously. We champion a culture where diversity is valued, professional boundaries are respected, and clinical excellence is supported.

Growth and development: We actively support the professional development of our practitioners through clinical supervision, access to specialised bereavement training, and the opportunity to contribute to education programs and research initiatives. This is a role for someone committed to developing their expertise in a specialist field.

• We encourage applications from people of all abilities and are committed to making reasonable adjustments to support you through the recruitment process.

GRIEF AUSTRALIA'S DIVERSITY STATEMENT

Grief Australia acknowledges the Traditional Custodians of the lands on which we live and work and pays respect to their Elders past and present. We recognise that connection to land, culture and community shapes the experience of grief in ways that are profound and distinct, and we are committed to improving access to quality grief and bereavement care for Aboriginal and Torres Strait Islander peoples, families and communities. This commitment is expressed through our Reconciliation Action Plan.

Grief is experienced by all people, regardless of ability, age, culture, gender, race or sexual identity and different cultural identities shape how people process, express and seek support for their grief. Grief Australia welcomes and values that diversity. We are proud to support our LGBTIQ+ staff, clients and communities and are committed to ensuring our services are welcoming, safe and respectful for everyone. We strive to build a workplace where difference is embraced and where every person, whether a client, student, employee or visitor, feels they belong.

This position description reflects the role as it currently exists. As Grief Australia's work evolves, so may the responsibilities, priorities and focus of this role.

This role requires a current driver's licence, access to a private vehicle and reliable internet access for remote work.

All applicants must hold a current Employee Working with Children Check (WWCC) and a satisfactory National Police Check. Grief Australia works alongside people who are grieving and vulnerable, and these checks are a condition of employment that reflects our responsibility to every client, student and community member we serve.