



POSITION *description*

Position title	Therapeutic Specialist – Eastern Homes
Team	Youth and Family Services
Reports to	Manager of Youth and Family Services
Direct reports	None
Date effective	September 2026
Award / Salary	SCHADS – SAC Level 6, exclusive of superannuation
Employment Type	Permanent Part-time (0.4 FTE - .6 FTE)
Location	Lighthouse Homes – Eastern Suburbs

About Lighthouse Foundation

At Lighthouse we provide homes and therapeutic care programs to children and young people impacted by long term neglect, abuse and homelessness. Our focus is to create caring communities where children and youth can feel safe, form meaningful relationships and begin to heal from traumatic experiences. Our Lighthouse Homes as well as our Foster and Family Care and In Community care environments ensure support reaches the children and youth who need it, where they need it, for as long as they need it.

Vision

To end youth homelessness, together.

Mission

To provide children and young people who are homeless, or at risk of homelessness, with the care and support they need to heal and thrive. Through community collaboration and our evidence-based Lighthouse Model of Care, we create therapeutic homes and deliver tailored support programs to transform the lives of young people. We also educate and support foster carers and families in the same way, so they too can care for some of Australia's most vulnerable children.

Values

Respect, Kindness, Courage, Collaboration

Position Overview

The Therapeutic Specialist – Eastern Homes provides therapeutic practice leadership and direct clinical support across two Lighthouse homes in the Eastern Division: a three-bed therapeutic residential care home providing intensive, relationship-based support to young people, and a semi-independent home where young people build the skills, relationships, confidence and community connections to thrive in adulthood.

All Lighthouse homes are grounded in the Lighthouse Model of Care. Working alongside young people, Therapeutic Carers and the broader Care Team, the Therapeutic Specialist helps create safe, stable, relational, culturally safe and inclusive home environments. The role holds a small therapeutic caseload across both homes and is responsible for therapeutic assessment, formulation, care planning, outcome monitoring, secondary consultation, reflective practice and staff capability building.

The role contributes to continuity of care by helping young people maintain connection to family, culture and community; access relevant services; and develop the practical capabilities, enduring relationships and personalised supports that enable them to thrive.

Role specific requirements

Area of responsibility	Activities (performance measured against activities during reviews)
Therapeutic Support to Young People	• Deliver trauma-informed, developmentally responsive therapeutic support across Lighthouse Homes in the Eastern Division, holding a small therapeutic caseload. • Undertake therapeutic and psychosocial assessment, formulation, risk assessment, therapeutic care planning, behaviour-support planning and outcome monitoring in line with Lighthouse requirements. • Work alongside young people, Therapeutic Carers and Care Teams to develop and implement practical, consistent therapeutic strategies that promote safety, stability, wellbeing, participation and progress toward individual goals. • Contribute therapeutic expertise to care, placement and transition planning, supporting continuity of care and connection as young people move between home, family, community and other living arrangements. • Support young people to build and maintain connection to family, culture, community and other relationships of meaning and belonging, in line with their goals and case plans. • Support young people in semi-independent home environments to develop practical living skills, confidence, wellbeing, financial capability, education and employment participation, and sustainable housing and community connections.

	• Assist young people and Care Teams to navigate and access mental health, disability, education, health, housing and other specialist supports, including providing therapeutic evidence and consultation where required. • Promote young people's meaningful, developmentally appropriate participation in decisions about their home, supports and therapeutic plans. • Maintain clear, timely therapeutic documentation, reports and outcome information to support care, case planning and program learning. • Provide therapeutic consultation, assessment and responsive support to other young people across Lighthouse Foundation, as required.
Therapeutic Consultation and Reflective Practice for Lighthouse Staff	• Facilitate regular individual and group reflective practice with Therapeutic Carers and staff teams, supporting reflection on young people's experiences and consistent therapeutic practice. • Provide therapeutic consultation and trauma-informed practice support to Therapeutic Carers responding to young people expressing trauma-related needs and experiences. • Support and guide Therapeutic Carers and other staff to respond to young people's specific needs and behaviours, understand the process of recovery and the therapeutic responses required, including through modelling positive therapeutic responses • Assist Therapeutic Carers to have sensitive, reparative interactions with young people through reflective practice, enhancing their understanding of the interpersonal aspects of providing therapeutic residential care and their capacity to manage their own responses so they can remain consistent in their approach • Support staff to respond to crisis situations/incidents and to reflect on the context, contributing factors and relational dynamics associated with the incident. • Provide clinical input at care team meetings
Training and Development	• Contribute to the implementation and ongoing development of the Lighthouse Model of Care • Facilitate training and upskilling staff in specialised areas, trauma-informed care and relational approaches • Attend department forums and/or community of practice discussions where available and/or as required
Relationship Management (internal and external)	• Maintain professional relationships with external stakeholders • Role model the values of Lighthouse Foundation and the Model of Care • Develop service partnerships and linkages to promote joint therapeutic work, particularly with relevant Aboriginal services • Reports directly to the Program Manager, working closely alongside the Team Leader and Senior Clinician
On Call Roster	• Participate in the Lighthouse Manager on Call roster
First Aid	• Expectation to provide First Aid and CPR treatment when and if required



Organisational specific requirements

Organisational participation	• Attend and facilitate team meetings, trainings, whole staff meetings and planning days • Contribute to the implementation of reliable and predictable community events • Contribute to collaborative practice across the organisation
Professional development	• Participate in regular supervision, professional development and review meetings • Attend regular group processes and trainings as required • Contribute to a culture that is reflective, inclusive and open
OH&S	• Exercise a duty of care to work safely, taking reasonable care to protect your own health and safety and that of your fellow workers, volunteers and young people including following safe working procedures and instructions
Risk	• All Lighthouse staff are responsible for applying a continuous quality improvement approach to all tasks • Identify and communicate any risks in Care
CQI	• All Lighthouse staff are responsible for applying a continuous quality improvement approach to all tasks
Commitment to Lighthouse culture	• Staff are expected to participate in the processes and practices that uphold the Lighthouse culture
Commitment to trauma-informed practice	• Staff are expected to: • Engage in personal and professional development to integrate their understanding and response to people and systems that have been impacted by trauma • Create or maintain a physical and emotional environment that promotes healing • Engage in conflict resolution processes when required
Legal & Regulatory Compliance	Comply with legislation and regulations applicable to the role, including but not limited to: • Children, Youth and families Act • OHS legislation • Privacy & Confidentiality legislation

Performance Measurements

An annual work plan will be developed in line with the Position Description and Lighthouse Foundation's Annual Business Plan to measure performance.



Authorities – Financial and People

- Seek approval for all unbudgeted expenses
- All other authorities listed under the Lighthouse Delegation of Authority policy

Qualifications and Licences

- A tertiary qualification in Psychology, Social Work, Counselling, or a related field
- Post graduate training in relevant child, adolescent and family clinical practice is strongly preferred
- Current driver's licence
- Valid first aid certificate (or willingness to obtain one)
- Criminal Records check
- Current Working with Children check
- Worker and Carer Exclusion Check

Key Selection Criteria

Essential

- A thorough understanding of the impact of trauma, disrupted attachment and abuse/neglect on a child or young person's development and wellbeing
- Substantial experience working therapeutically with children and young people, in particular those who have experienced trauma, homelessness or have an out of home care experience
- Demonstrated capacity to achieve positive outcomes when working with children and young people who have experienced trauma and have complex needs and presentations
- A strong ability to develop therapeutic alliances with young people who have experienced significant family disruption, personal trauma and those who present with complex psychological and social needs
- An ability to select and utilise relevant theoretical frameworks and tools in formulating suitable psychosocial assessments of young people and the ability to work with Care teams to implement therapeutic interventions
- Ability to provide secondary consultation in relation to young people who present with complex needs, taking into consideration the most appropriate immediate response as well as short term, medium term and long-term needs
- Demonstrate a thorough understanding of the needs of Aboriginal and Culturally and Linguistically Diverse children and young people to provide culturally sensitive and effective care for young people in residential care
- An ability to deliver therapeutic training / workshops as required
- Ability to work independently and a commitment and track-record of working in close partnership with internal teams and a broad range of external services
- Ability to plan, prioritise workloads, and meet deadlines as required

- Demonstrated commitment to personal and professional development
- Excellent written and verbal communication skills

Desirable

- Experience delivering therapeutic training / workshops
- A well-developed understanding of child, youth and family services and the Child Protection system in Victoria
- A solid understanding of neurodivergence, in particular ASD and ADHD, and working in evidence based and neuro-affirming ways with young people.

Employment conditions

- Ongoing permanent part-time (0.4 FTE)
- Compliance with Lighthouse Foundation's Code of Conduct, including the Child Safe Code of Conduct, policies, and procedures.
- Lighthouse Foundation takes all reasonable steps to facilitate and maintain a safe environment for children, young people, and all participants of our service. It is for this reason that Lighthouse requires all potential employees to undergo a psycho-social assessment prior to confirmation of employment.
- Terms and conditions of employment are outlined in employment contracts.

Note: The requirements and responsibilities contained in this job description do not create a contract of employment and are not meant to be all-inclusive. They may be changed by the role manager during employment on an as required basis. Any significant or material changes need to be discussed and agreed by incumbent and manager before inclusion.

The role description should be reviewed formally during the annual planning and performance assessment process.

Statement of Commitment to Child Safety

Lighthouse Foundation ensures that systems and accountabilities at every level of our organisation create an environment that prioritises the safety and well-being of every baby, child and young person in our care.

Our systems are targeted towards the prevention of abuse. We do this through robust recruitment and rigorous supervisory processes for every staff member and volunteer that comes into contact with our babies, children and young people. All staff, volunteers and young people are educated about how to recognise and report any concerns of abuse at Lighthouse Foundation.

We are committed to a thoughtful and protective environment that supports our babies, children and young people to feel safe and respected, and to build their capacity to feel deeply cared for and important to other human beings.



LIGHTHOUSE
FOUNDATION *for youth*

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Threaded through all our processes is a commitment to the cultural safety of our babies, children and young people. We are inclusive and attuned to those from Aboriginal and Torres Strait Islander heritage, culturally and/or linguistically diverse backgrounds, the LGBTQI community, and babies, children and young people with a disability.