



COUNSELLOR/ ADVOCATE (CASUAL)

Position Description

Classification: Health and Professional Services Award
Position Fraction: Full time
Location: Based in Warragul and required to attend other sites as required.

APPLICATION INFORMATION

- Application **must** include statements addressing each of the key selection criteria listed on page 5 of this position description. Applications without responses to the key selection criteria will not be considered.
- Applications should include a current resume with three referee's names and contact details.
- GCASA recognises, welcomes, and respects people of Aboriginal and Torres Strait Islander and diverse cultures, gender, sex, and sexuality.
- GCASA is committed to Child Safe Standards.

1. The Agency

- a.** The Centre Against Sexual Assault Gippsland (GCASA) is an incorporated not for profit community organisation that is governed by a Board. Funding is received from the Victorian Government. We employ over (50) staff with qualifications ranging in psychology, social work, family therapy, counselling, and psychotherapy. Our primary site is in Morwell, with offices in Bairnsdale, Warragul and Wonthaggi. GCASA has outposted sites with Quantum Support Services in Sale).
- b.** Our services include free and confidential specialist counselling to adults, young people and children who have experienced sexual assault either recently or in the past, and to their non-offending parents, partners, family, and friends. We offer a 24-hour crisis care response to victims of recent sexual assault and / or family violence including, information provision, brief intervention and counselling, support, and advocacy in relation to medical care, and justice services.
- c.** GCASA provides a family focused, prevention and early intervention therapeutic service to children and young people under the age of eighteen who have engaged in problematic or harmful sexualised behaviours in the REFOCUS Service. We also provide specialised advocacy, secondary consultation, community education and professional training across the sector and within the community.
- d.** We are committed to the development of a positive and supportive work environment and strive to provide a family friendly workplace with flexible working arrangements. We provide clinical supervision, encourage continuous learning, and focus on excellence in client outcomes and organisational objectives.
- e.** GCASA is a partner in the Morwell Multi-Disciplinary Centre (MDC). In the MDC we are co-located with the Victoria Police Sexual Offences and Child Abuse Investigation Team (SOCIT); Child Protection staff from Department of Families, Fairness and Housing (DFFH); Victims Assistance Program and Community Health Nurses from Latrobe Community Health. In this specialised model, partner organisations support adult and child victims from first disclosure of sexual assault to criminal prosecution.
- f.** We uphold a feminist philosophy, and our aim is to provide an empowering, respectful, and culturally sensitive service committed to best practice.
- g.** GCASA is an equal opportunity employer committed to diversity and social inclusion. We welcome applications from culturally and linguistically diverse backgrounds, including those from Aboriginal and/or Torres Strait Islanders, people with disability and people who identify as LGBTQIA+.

2. Your Agency Relationships

Report relationship.

This position is accountable through a Clinical Supervisor, Director Therapeutic Services / CEO to the Board of Governance, for conduct of all clients related work, through supervision, periodic reviews, Agency meetings and other activities.

Relationships with other staff

Develop and maintain co-operative working relationships with all staff of the Agency. Share resources and knowledge seek assistance when needed and be open to different perspectives.

Organisational Culture

Every employee authentically demonstrates GCASA values of Respect, Dignity, Integrity and Empowerment in their daily behaviours and interactions within their workplace and in the community. GCASA is an organisation committed to the continual learning and development of our employees. Our best practice models are dynamic; evolving and informed in line with developments in practice and research, and our organisational values. The CEO and the Clinical leadership team support employees in their professional development. All GCASA staff take responsibility for their actions within the workplace.

Internal and external Stakeholders

GCASA is co located across a range of locations. Our external relationships extend to our partners, who include Victoria Police SOCIT & DFFH Child Protection (CP). This role will also consult with family violence services, mental health, schools, and other community and allied health services. It is the expectation that all GCASA staff members actively establish and develop relationships with our key stakeholders to improve outcomes for our clients.

3. Position Overview and Accountabilities

Counsellor Advocate will provide therapeutic counselling to children, young people and people who have experienced sexual assault, and to their non-offending family or friends. The position is based in Warragul.

The position is supported by a team of highly skilled and qualified practitioners and receives regular clinical and line management supervision and valuable peer and organisational support.

4. Counsellor/Advocate

1. Direct Service
2. The provision of therapeutic services including initial assessment and services for children, young people and adults who have been sexual assaulted and their families. This includes assessing children, young people and adults psychological, social, cognitive, and medical needs, family relationships, risk factors and risk management. The undertaking of this role is negotiated as determined by skill set, professional development, and expertise of individual employees.
3. Engagement with Family Violences, Child Protection, and Community Service Organisations supporting children, young people, families and adults.
4. Provide advocacy and support for young people, as agreed by them, within the broader service system including but not limited to, police, judicial, medical, educational, child protection, community services and family systems.
5. Provide expert advice and secondary consultation to other professionals and organisations in relation to sexual assault and family violence, including secondary consultations.

6. Maintain appropriate client records and statistical requirements, provide professional reports as required and manage case load requirements.
7. In accordance with the strategic plan, assist in the delivery of community education and professional training to raise awareness of sexual assault as appropriate.
8. Participate in the development and delivery of group programs to families, children, young people, and adults.
9. Develop and maintain networks with relevant professional groups and community-based organisations.

5. Organisational Responsibilities

1. Attend regular line management and clinical supervision to develop professional clinical practice, ensure quality client outcomes, assess, and manage client risk, manage potential impacts of the work on personal well-being, and ensure administrative requirements of the role are managed.
2. Maintain awareness and observation of the policies and procedures of the organisation.
3. Comply with relevant social and legal policy, as required.
4. Participate in Team Meetings, Clinical Case studies, learning & development and peer reflective practice sessions and professional development.
5. Participate in continuous quality improvement and development of best practice.
6. Contribute to research and presentations, including but not limited to conferences, training and journal articles regarding GCASA practice.
7. Plan your time effectively to manage competing demands ensuring you meet the requirements of the role.
8. Participate in other activities and meetings relevant to GCASA.

6. Key Selection Criteria

1. Degree level qualification or equivalent certification from a nationally accredited provider in social welfare, youth work counselling, social work, family therapy, psychology, creative arts therapies, or community mental health nursing and a minimum of 2 years recent trauma counselling experience working with children and their families and experience in the provision of counselling.
2. Knowledge related to the incidence and impact of sexual assault, as well as an understanding of the gender dynamics that underlying sexual assault.
3. Demonstrated understanding and experience undertaking clinical assessments, including case formulation, the provision of therapeutic recommendations and goal and intervention planning.
4. Demonstrated understanding and application of theoretical frameworks underpinning trauma-informed counselling for children, young people, and adults, including feminist empowerment philosophy and social inclusion theory.
5. Well-developed client record keeping capacity, including case noting, administrative and time management skills, and the ability to multi-task and use a broad range of computer and IT skills.
6. Knowledge of the legislative requirements governing the collection and storage of personal information, client confidentiality and the protection of all GCASA clients.

7. Other

The successful applicant will be appointed for a six-month probationary period during which time, regular clinical and line management supervision is provided. At the conclusion of this period a performance review will be held with the Clinical Manager and Senior Clinician (Supervisor); after which, a decision will be made to offer ongoing employment or to cease employment with the Agency.

The successful applicant will:

- Be willing to travel across the region and to Melbourne as required.
- hold a current Victorian driver's licence.
- Hold a current Working with Children Check
- Provide a current National police check.
- Be available to work Wednesdays bi monthly to attend Team & Peer meetings.