

## POSITION DESCRIPTION

<b>Title:</b>	Psychologist/Social Worker
<b>Enterprise Agreement:</b>	Health Professionals and Support Services Award 2010
<b>Classification:</b>	Health Professional Employee – Level 3 (negotiable depending on qualifications and experience)
<b>Usual Work Location:</b>	Southern Regional Office – Moruya
<b>Cost Centre:</b>	314 Cassie’s Nest
<b>Usual Hours Of Work:</b>	Part-time (45 hours per fortnight/3 days per week) – 12 month contract with view to permanency
<b>Position Objective:</b>	<p>Cassie’s Nest is a specialised trauma-informed therapeutic counselling service for children, families and carers who have been impacted by trauma, abuse or neglect, based on a fee-for-service business model. This program works alongside Cassies Place, a sexual assault counselling program for children and adolescents.</p> <p>The position would work with both programs to provide a range of trauma informed services including counselling, family therapy, training, professional assessments and consultations. These services are based on the theoretical frameworks of attachment, child development and the neurobiology of trauma with service outcomes focused on quality holistic care.</p>
<b>Position Responsibilities:</b>	<ul style="list-style-type: none"><li>• Provide high quality counselling services to individuals and families.</li><li>• Develop and facilitate therapeutic groups.</li><li>• Provide trauma-informed assessments for children, young people and families.</li><li>• Develop and deliver trauma informed therapeutic group training for external and internal staff and Foster Carers.</li><li>• Provide clinical oversight for the Out of Home Care (OOHC) program in Nowra and/or Goulburn areas twice a month.</li><li>• Learn and implement EFTPOS fee processing for individual sessions under Mental Health Plans, and generally comply with administration processes for program efficiency.</li><li>• Work collaboratively within the multidisciplinary team to achieve service delivery excellence and actively participate in quality improvement activities to meet service/accreditation standards.</li><li>• Actively participate in all supervision, meetings, reporting, and training processes as required of the service.</li></ul>

- Work in alignment with Anglicare’s vision, values and strategic plan, and represent Anglicare as required.
- Participate in the implementation of the Sanctuary Model of Trauma Informed Care across Anglicare.
- Work in accordance with Anglicare’s overarching operational priorities and relevant policies and procedures.
- In addition, to undertake other responsibilities and duties as may from time to time be assigned by Anglicare.

**Key Behaviours:**

Analysis

Reviews and analyses information and recommends a specific course of action.

Creativity

Develops new ideas and unique and novel solutions including through challenges to the status quo.

Decision Making

Makes decisions based on rational and logical assumptions and after considering organisational priorities.

Job Motivation

Is a self-starter and self-motivated and maintains a high level of enthusiasm for work responsibilities.

Leadership

Uses appropriate interpersonal styles and methods to guide individuals or groups towards achieving results.

Outcome focused

Identifies and accomplishes challenging objectives by doing whatever is necessary to achieve the goal.

Planning and Organising

Establishes a course of action and marshals resources to achieve a specific goal.

Problem Solving

Identifies and defines problems and feasible solutions through gathering and analysing information.

**Key Skills:**

- Practice skills and experience to deliver therapeutic services for children, young people and their families.
- Experience in conducting complex family assessments, developing behavioural support plans for children and young people.
- Ability to advocate and negotiate with a range of stakeholders in the best interests of the client.
- Well-developed interpersonal skills.
- A willingness and demonstrated ability to work in a team.
- Excellent communication, presentation and training skills.
- Well-developed organisational skills.

- Well-developed computer literacy skills, including word processing.
- Excellent written skills and ability to prepare reports for referrers/service providers/Court.

**Key Knowledge Areas:**

- Trauma informed approaches to address experiences of childhood abuse, domestic violence and other complex relationship issues.
- Demonstrated knowledge and understanding of counselling theories and practices.
- Demonstrated understanding of trauma (including vicarious trauma), attachment, and child development theories and how they relate to vulnerable children and young people.
- An understanding and commitment to professional ethics as outlined by relevant professional association (AHPRA or AASW).

**Key Experience:**

- Demonstrated specialist knowledge and experience in the provision of services for children and young people and their families who have experienced trauma/abuse.
- Demonstrated experience in providing consultation and advice to families, carers and professional colleagues on therapeutic matters related to children and young people who have experienced childhood trauma.
- Demonstrated knowledge of the legislation and provider networks supporting safety and permanency for children, young people and families who have experienced trauma/abuse and/or family violence.
- Demonstrated experience working with a diverse range of communities and cultures.
- Demonstrated experience in the provision of high-level reports and client-focused plans.
- Demonstrated skills and experience in the assessment of: attachment relationships, parenting capacity and children's development, safety and wellbeing.
- Demonstrated skills and experience in the delivery of trauma-informed training programs.
- Experience in working with children, their families and carers involved in the statutory care system would be a distinct advantage.

**Qualifications:**

Tertiary qualifications in Psychology or Social Work are mandatory, with a preference for post-graduate qualifications/training in family assessment or counselling and experience in providing direct services to clients. Must be willing and eligible to become registered as a provider with Medicare, NSW Family and Community Services (FaCS) and Victims of Crime.

**Requirements:**

All applicants will be required to:

- Address the Key Behaviours, Key Skills and Key Knowledge Areas against the Position Responsibilities as outlined in the Position Description.
- Have a Working with Children Check through the Office of the Children's Guardian (NSW).
- Undergo both a National Criminal History Check and a psychometric profiling instrument – Safe Select™ prior to appointment.
- Minimum 5 years experience in working with children, young people, their families and/or carers in a trauma-related field.

**Reports to:**

Senior Psychologist, Cassie's Nest