

POSITION DESCRIPTION

Position Title:	Multi Systemic Therapy - Child Abuse & Neglect (MST-CAN) Supervisor
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Position Purpose & Scope

Purpose & Objective	The purpose of the MST-CAN Supervisor is to manage and support a team to conduct therapy and case management associated with Multi-Systemic Therapy (Child Abuse and Neglect). The incumbent will ensure that the program is compliant to the funding requirements and all reporting is undertaken in line with the program outlines. The role will undertake the program in a context of partnership and collaboration within the funding location.	
Business Unit	Client Services	
Reporting Relationships	Direct Manager	Operations Manager
	Direct Reports	Up to 4
Delegated Authority	Level 7 - Specific delegations are outlined in the Delegation of Authority Schedule - http://intranet.lwb.local/su/practiceandquality/qa/Pages/Delegations.aspx	

Organisation Purpose & Values

Our Purpose	To partner with people to change lives for the better.
Our Values	<p>Our Values state our beliefs. They define our purpose and drive everything we do. Our Values fuel our passion for working with people and by living our Values, we are in a better position to champion opportunities for the people we work with and support.</p> <p>All people engaged by Life Without Barriers are required to uphold our Values of; <i>Responsive, Imaginative, Courageous, Respectful and Relationships</i>.</p>
Our Stance on Child Safety & Wellbeing	Every day, Life Without Barriers offers support and care to children. We want each and every one of those children to feel as safe and respected as they should. We all have a responsibility to make sure their safety comes first – and that they're well cared for, protected from abuse and given the respect they deserve.

Key Responsibilities

Management & Supervision	<ul style="list-style-type: none"> Conduct weekly group supervision for MST-CAN team to assure adherence to MST Principles and the MST Analytic Process. Conduct individual supervision as needed to target clinician competency needs and to remove individual barriers to effective implementation of MST-CAN treatment. Provide supportive and corrective feedback to clinicians to promote client outcomes through interventions such as enacting role play and practice, attending field visits with therapists, acting as co-therapist in sessions, listening to audio tapes of clinicians' sessions, and providing feedback about clinicians' performance.
MST-CAN Program Management	<ul style="list-style-type: none"> Manages the planning, implementation, coordination and administration of the MST-CAN program. Manages matters relating to the recruitment, selection and induction of staff. Ensures the efficient and effective use of physical and human resources within the MST-CAN team, including the monitoring of service standards.

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	<ul style="list-style-type: none"> • Manages the MST-CAN program budget and implements appropriate financial systems and controls • Drives and participates in continuous improvement strategies and processes within the Program. • Contributes to the development of operational policy, procedures and standards for the services provided by the Program.
Learning & Development	<ul style="list-style-type: none"> • Ensure that each clinician has a Clinician Development Plan that is reviewed monthly and revised quarterly. • Provide direct clinical training to assure clinician competency in all clinical areas relating to the implementation of MST-CAN interventions. This includes enacting role play and practice, attending field visits with therapists, acting as co-therapist in sessions, listening to audio tapes of clinicians' sessions, and providing feedback about clinicians' performance
Reporting & Compliance	<ul style="list-style-type: none"> • Assure appropriate documentation of clinical effort to allow for peer and supervisory input, and to meet all reporting and communication needs of funding and referral sources. • Assure that all assessments are comprehensive, multi-systemic, and provide adequate information to determine the causes and correlates of referral behaviours to direct effective treatment within the ecological context. • Provide administrative support targeting systemic barriers to treatment success. • Assure availability of clinical and administrative support to clinicians 24 hours/day, 7 days/week. • Assure therapist accessibility to clients when needed at times most likely to promote engagement. • Assure that clinicians achieve engagement with all key participants.
Relationship & Partnership Management	<ul style="list-style-type: none"> • Work with the Family Services Research Centre at the Medical University of South Carolina to ensure that all data for the TAM-CAN and required research measures are collected. • Build a relationship with community stakeholders (i.e., child protection services, judges, schools, etc.) to ensure that there is a continuous stream of referrals and that customer satisfaction is high. • Collaborates with MST-CAN expert to provide feedback, resources, and training to all team members. • Supports weekly MST-CAN consultation through ensuring that clinicians' paperwork is submitted to the consultant in a timely manner, participating in all consultations, and collaborating with the consultant on feedback to team members.
Organisational Responsibilities	<ul style="list-style-type: none"> • Communicate and act in ways that are consistent with Life Without Barriers Values of <i>Responsive, Imaginative, Courageous, Respectful</i> and <i>Relationships</i> • Provide an environment free of abuse, harm and exploitation for people we support • Support and promote the work of Life Without Barriers, maintaining a positive image of the organisation in accordance with the level of position. • Comply with all Life Without Barriers policy, code of conduct, procedures and practices, external funding body requirements and legislation. • Apply and uphold the principles of a respectful, inclusive and diverse workplace, free from discrimination, harassment or bullying

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	<ul style="list-style-type: none"> Adhere to organisational and legislative Health, Safety and Environment requirements.
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Required Knowledge, Skills & Experience

Qualifications & Licenses	<ul style="list-style-type: none"> Ph.D. or Master's degree in clinical or counselling Psychology, Social Work, or a related subject area. Registration or eligibility for registration with the relevant professional organisation/s
Required Experience	<ul style="list-style-type: none"> Direct use of pragmatic (i.e., structural, strategic and functional) family therapies Individual therapy with children and adults using cognitive behavioural techniques Marital therapy using behaviourally-based approaches or demonstrated experience working with couples Substance abuse treatment for adults and children using behaviourally-based approaches Behavioural therapy targeting behavioural change in children at home and school Trauma treatment for adults and children using exposure, cognitive therapies, and stress inoculation training Implementation of interventions within or between systems in the family's natural ecology that affect or contribute to the child abuse and/or neglect (i.e., individual child, family, peer, school, and neighbourhood) Provision of group and individual clinical supervision
Required Knowledge & Skills	<ul style="list-style-type: none"> Demonstrated knowledge and application of theory for the following - Family Systems; Social Ecology; Behavioural Therapies; Pragmatic Family Therapies Demonstrated knowledge and application of Cognitive-behavioural therapy particularly in the areas of trauma treatment and anger management Family Problem Solving and Communication Child development research and its application in treatment Research on child physical abuse and neglect Social skills assessment and intervention Demonstrated leadership skills, with the ability to build a shared understanding of, and commitment to the organisation's Purpose and Values Ability to support organisation-wide initiatives that support Life Without Barriers' Purpose and Values Working knowledge of relevant legislative and regulatory environment for areas of business responsibility The ability to work collaboratively with a range of stakeholders including peers, employees, external organisations, funding bodies and government agencies Demonstrated written communication skills for the creation of correspondence and, as required, other materials or reports Demonstrated verbal communication skills

Additional Requirements & Conditions

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Probity Requirements	All positions within Life Without Barriers will be required to undergo probity checks including criminal record checks and working with children checks (where relevant to the position) and as outlined in their Contract of Employment.
Work hours	Must be available to support therapists and crisis caseworker implementing MST-CAN 24-hours per day, 7 days per week with back-up from other agency supervisory staff
Travel	The position may require the incumbent to travel to various work locations to discharge the responsibilities of the position