

POSITION DESCRIPTION

Clinical Supervisor

The Clinical Supervisor will oversee the clinical efficacy of all CRC casework teams, including managing and co-ordinating the clinical supervisory structures within CRC. The role will provide CRC staff with a safe and supportive environment in which to critically reflect on professional practice. The role will also participate in the development and implementation of an evidence-based, best practice model for working with people with complex needs and criminal justice system involvement.

RELATIONSHIPS:

- Accountable to the Board of Management through the Chief Executive Officer
- Reports to the CEO
- Relates to the management team
- Liaises with the Human Resources Manager
- Liaises with all CRC staff

PRINCIPAL ROLES:

- To plan, evaluate and develop the Clinical Supervisory role according to organisational needs.
- To provide team and individual clinical supervision on a regular basis organisation wide.
- To participate in the development and implementation of evidence-based, best practice model for working with CRC clients.

PRINCIPAL DUTIES:

- To provide a safe and supportive environment for CRC's clinical supervision processes bound by the principal of limited confidentiality.
- To provide clinical group supervision to all CRC service delivery teams across the organisation.
- To provide one-on-one supervision to staff when the need is identified.
- To contribute to the development and implementation of new programs, in relation to how they may relate to clinical practice.
- To stay abreast of research, clinical practice and best practice models of service delivery for people with complex needs and criminal justice involvement.
- To evaluate and identify gaps in CRC policies and procedures regarding clinical best practice.
- To ensure that staff maintain and implement CRC values, and support a strong work ethic

- To make recommendations to the Management team and the CEO regarding ways to improve clinical practice within the organisation to ensure consistency across the organisation.
- To develop and implement alternative modes of provision of supervision to CRC staff in remote sites.
- To incorporate internal training into clinical supervision.
- To remain abreast of the training/learning activities of staff.
- To identify training/learning gaps, and assisting with arranging internal/external training.
- To contribute to team building activities, as well the staff development days.
- To support managers and staff in the case of client deaths.
- To maintain accurate and confidential records when necessary and appropriate.
- To ensure CRC policies and procedures are adhered to at all times.
- To take reasonable care for their own health and safety and the health and safety of others, and ensure they and other team members comply with any reasonable instruction by CRC management.
- To ensure all project staff take reasonable care for their own health and safety.
- To attend regular internal and external supervision.
- To attend relevant CRC management meetings.
- To attend all relevant staff and agency meetings.
- To attend relevant training and professional development.
- To undertake other duties consistent with the function and role of the position.