

	<b>Position Title: Senior Clinician TRC</b>		<b>Team: Southern Region</b>		<b>Region: Take Two</b>
	<b>Supervisor: Clinical Team Leader</b>	<b>Delegations and Authorities:</b> In Line with Delegations Policy	<b>Band: (A-F) C</b>	<b>Date Completed:</b> <b>06/01/17</b>	

## ORGANISATIONAL INFORMATION

OUR VISION AND FOCUS		ROLE CONTEXT	
<p><b>All children should have a good childhood, growing up feeling safe, nurtured and with hope for the future.</b></p> <p>Berry Street chooses to work with children, young people and families with the most challenging and complex needs. We work across metropolitan, regional and rural Victoria.</p> <p>To achieve our Vision, Berry Street delivers a wide variety of programs, from those aimed at strengthening families and communities through to those that focus on helping people recover from the trauma of violence, abuse and neglect.</p> <p>We also engage government, other community organisations and the general public in child-focussed advocacy and knowledge sharing.</p>		<p><b>TAKE TWO</b> is a state-wide service established in 2003 to provide high quality therapeutic services to children and young people who have suffered significant abuse or neglect and are clients of Child Protection. Take Two is a registered health care provider.</p>	
		PRIMARY OBJECTIVES OF THE ROLE	
		<p>This is a specialist role designed to provide clinical assessment, consultancy and therapeutic support to the Berry Street Southern Therapeutic Residential Care program operated by the Department of Human Services.</p>	
		REPORTING RELATIONSHIPS	
		<p>This position will be based at the Scoresby office, however involves significant periods of time at the residential units.</p> <p>This role reports to the Clinical Team Leader who will provide supervision and review. This role has no direct reports and works in conjunction with other team members.</p> <p>This position is a Fixed term Part Time position for 12 months.</p>	
OUR VALUES			
<p><b><i>Berry Street expects all staff to apply these Values in all aspects of their work.</i></b></p> <p><b><i>Courage:</i></b> To be the best we can be and to never give up</p> <p><b><i>Integrity:</i></b> Expect a personal and organisation commitment to honesty</p> <p><b><i>Respect:</i></b> Acknowledge the importance of each person's heritage, traditions, identity, needs and aspirations</p> <p><b><i>Accountability:</i></b> Be responsible for our own actions</p> <p><b><i>Working Together:</i></b> Work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>			

## KEY SELECTION CRITERIA

### KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

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| <ul style="list-style-type: none"> <li>• Highly developed ability to provide secondary consultation, training and advice to residential carers and other professionals</li> <li>• Demonstrated ability to provide direct service in the clinical assessment of children and young people.</li> <li>• Demonstrated understanding of the importance of identity and cultural connections in the healing process for Aboriginal children.</li> <li>• Experience in providing training and group work.</li> <li>• Demonstrated capacity to lead and manage in an area of challenging and complex practice.</li> <li>• Demonstrated commitment to working collaboratively and with the capacity to negotiate and liaise with DHHS, other agencies and the community</li> </ul> | <ul style="list-style-type: none"> <li>• A sophisticated understanding of trauma and disrupted attachment.</li> <li>• A sophisticated understanding of the complexity of the service system, including Out of Home Care, and the issues involved in providing services to statutory clients.</li> <li>• Excellent written and verbal communication skills.</li> <li>• Demonstrated understanding of, and respect for, the needs of children with a disability; Aboriginal culture including cultural safety and awareness for children from CALD backgrounds</li> <li>• Demonstrated commitment to a learning culture and continuous improvement, and experience reporting within the Australian Council of Healthcare Standards would be an advantage.</li> <li>• Personal values consistent with the values of Berry Street.</li> <li>• Demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.</li> </ul> |
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### QUALIFICATIONS AND OTHER REQUIREMENTS

- An appropriate tertiary qualification in Psychology, Social Work or a related discipline is essential. Post Graduate training in relevant child, adolescent and family clinical practice is strongly preferred.
- Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.

### DESIRABLE

- Experience in the residential care system.
- Experience working with Aboriginal communities, children and families.

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITY
<b>Program Development &amp; Review</b>	<ul style="list-style-type: none"> <li>• Provide therapeutic consultation and reflection for staff in their day to day care and in line with program guidelines.</li> <li>• In conjunction with the Take Two Clinical Team Leader and Berry Street Senior Manager Residential Care, contribute to the successful development and implementation of therapeutic principles of practice to the Residential Care Program.</li> <li>• Work with the Berry Street Senior Manager Residential Care, Take Two Area Manager, Clinical Team Leader and other relevant people to identify training needs, practice improvements and implement such changes as part of the Operations Leadership group.</li> <li>• Work with the Clinical Team Leader and Berry Street Senior Manager Residential Care to devise strategies to address issues that arise.</li> <li>• To provide the Take Two Knowledge Manager with information that will assist in further practice development.</li> </ul>
<b>Service Delivery</b>	<ul style="list-style-type: none"> <li>• Provide leadership for the development and delivery of reflective practice to the residential staff.</li> <li>• Provide secondary consultation to residential staff concerning the mental health needs of young people within the residential programs and/ or facilitate relationships with other mental health providers if involved already or a referral has been initiated.</li> <li>• Provide consultation at identified young person's Care Team meetings to assist in the understanding and management of the young person's emotions and behaviours and where appropriate ensure referrals to relevant services.</li> <li>• Assist in identifying the training needs of the residential staff and provide support to training that is provided.</li> </ul>
<b>Relationships &amp; Networking</b>	<ul style="list-style-type: none"> <li>• Maintain collaborative working relationships with Berry Street, Take Two and regional services and supports for the clients in the residential programs.</li> </ul>
<b>Skills &amp; Attributes</b>	<ul style="list-style-type: none"> <li>• Demonstrated ability to provide therapeutic leadership and guidance to residential staff and where appropriate the range of professionals and members of the child's network.</li> <li>• A well developed understanding of Child Development, Attachment, Trauma and Systems theories, their relationship to child abuse and neglect, and ability to assist others to understand the implications of these.</li> <li>• Knowledge of and expertise in delivering a range of appropriate therapeutic interventions to the client group.</li> <li>• Capacity to articulate and relate theory to practice in a residential environment.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to understand and manage the complexities inherent in working in therapeutic care.</li> <li>• Demonstrated understanding and knowledge of Aboriginal culture and values.</li> <li>• Proven ability to effectively communicate with Aboriginal people.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Participate in TAKE TWO meetings and training, Berry Street workshops &amp; meetings, and other meetings as appropriate.</li> <li>• Meet all TAKE TWO documentation standards and requirements.</li> <li>• Keep abreast of relevant theoretical, legislative and policy development.</li> <li>• Assist with the recruitment, orientation and training of appropriately skilled staff.</li> <li>• Berry Street supports White Ribbon, Australia's campaign to stop violence against women. There is an expectation that staff never commit, excuse or remain silent about violence against women.</li> <li>• Berry Street are committed to the safety, participation and empowerment of all children, including those with a disability and culturally and/or linguistically diverse backgrounds. Berry Street are also committed to cultural safety, inclusion and empowerment of Aboriginal children, their families and communities. Please refer to our code of conduct for further information</li> <li>• Other duties as directed.</li> </ul>

## **CONDITIONS OF EMPLOYMENT**

1. This position is for 45.6 hours per fortnight. In order to perform the duties of this position effectively you may be required to work additional hours or vary your working times, on any day of the week, as appropriate and necessary from time to time. Some evening and weekend work may be required. There is no paid overtime, but any extra hours worked will be accrued as time-in-Lieu according to the Berry Street Enterprise Agreement.
2. This is a fixed term position for 12 months.
3. You will initially be employed at Scoresby. You will be required to work from other Berry Street sites (on a temporary or permanent basis) as directed from time to time.
4. Terms and conditions of employment are in accordance with the Berry Street Victoria Enterprise Agreement, which includes above Award payments and eligibility for remuneration packaging. Salary packaging is available to full-time and 0.8 staff to a maximum value of \$15,900 and a maximum value of \$12,000 to all other permanent part-time staff, in line with our Salary Packaging policy.
5. The base salary for this position is \$81,285.92 (pro-rated) under the Berry Street Victoria Enterprise Agreement. The value of the salary can be increased through salary packaging.
6. Superannuation will be paid according to Superannuation Guarantee into a compliant fund of your choice or into HESTA Superannuation Fund.
7. The successful applicant will be required to undergo satisfactory pre-employment checks, including 2 professional referees, a pre-existing injury/disease declaration, a criminal records check and proof of identity and qualifications.
8. The successful applicant will initially be employed for a probationary period of 5 months. During this period, either party can terminate employment with one week's notice. A probationary review before 5 months will be undertaken.
9. Agency vehicles are available for authorised use and these should be used at all times for work-related purposes, in accordance with the Berry Street Motor Vehicle Policy. However, if you are authorised to use your own vehicle for work-related purposes, you will be paid an allowance per kilometre, which includes provision for comprehensive insurance and other running costs. Berry Street is unable to insure private vehicles owned by staff and will not accept any liability for damage to any staff vehicles incurred while being used for work-related purposes.
10. Under Victorian WorkCover legislation, it is the applicant's duty to advise Berry Street of any pre-existing medical condition, which could be aggravated by the type of employment for which they are applying. The existence of a medical condition will not preclude you from employment, unless you are unable to perform the inherent requirements of the position. However failure to disclose any relevant injury or disease will jeopardise any entitlement you may otherwise have for a work-related aggravation of that non-disclosed pre-existing condition.
11. Berry Street has a smoke-free workplace policy.

## **INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT**

Following is a table that outlines the main physical and psychological requirements of the position.

<b>Element</b>	<b>Key Activity</b>	<b>Frequency</b>
<b>Work Environment</b>	Manage demanding and changing workloads and competing priorities	Daily
	Work in a team environment	Daily
	Work in different geographic locations	Daily
	Be exposed to all outdoor weather conditions	Regular
	Wear personal protective equipment (e.g.: rubber gloves) to provide protection from potential infectious and hazardous substances	Occasional
	Work in unstructured environments (e.g. outreach)	Regular
	Work office hours with the possibility of extended hours.	Regular
	Work in an open plan office	Daily
	Work in buildings which may be two-storey	Daily
	Sit at a computer or in meetings for extended periods	Daily
	Present at court and other jurisdictions	Occasional
<b>People Contact</b>	Work with clients who may have a physical or sensory disability	Occasional
	Liaise with government, non-government and community organisations	Daily
	Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police	Regular
	Interact with clients and members of the public who could display verbal or physically challenging behaviour	Regular
	Support and participate with clients in recreational activities (e.g.: gardening, ball games, swimming, walking, camping, hiking, trampolining, tennis, cricket)	Occasional
	Facilitate access to specialist, generic and community services	Occasional
	Undertake supervisory, recruitment, training and professional development activities	Occasional

<b>Administrative Tasks</b>	Undertake administrative tasks which may include the following: computer work, filing, writing reports, case notes/plans and client records, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data	Daily
	Undertake intensive administrative tasks, which include computer work, report writing (e.g. financial reports), participating in meetings and concentrating for long periods of time	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, electronic whiteboards	Daily
<b>Transport</b>	Drive vehicles possibly over long distances and in all traffic and weather conditions	Regular
	Use public transport including trains, buses, trams and taxis	Occasional
	Drive vehicles with possible distractions from client behaviour, verbal or physical	Occasional