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|  | <b>Position Title:</b> Clinician – Restoring Childhood    | <b>Team:</b> Take Two - Restoring Childhood                            |   | <b>Region:</b> Central Highlands<br><b>Office:</b> Ballarat |
|  | <b>Supervisor:</b> Senior Clinician - Restoring Childhood | <b>Delegations and Authorities:</b><br>In Line with Delegations Policy | <b>Band:</b> B<br><b>Rem:</b> CLN – CLN3<br><b>Other:</b> MVA | <b>Date Completed:</b> August 2019                          |

| OUR VISION AND FOCUS  | ROLE CONTEXT  |
|---|---|
| <p><b>We believe children, young people and families should be safe, thriving and hopeful.</b></p> <p><b>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</b></p> <p>For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p><b>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</b></p> | <p>Take Two is an intensive therapeutic service for infants, children and young people who have suffered trauma, neglect and disrupted attachment. It provides high quality therapeutic services for families as well as contributing to the service system that provides care, support and protection for these children.</p> <p>The Restoring Childhood Model (RCM) sits within the Take Two service and is part of a wider consortium of services that have been newly funded by the Victorian Government to provide therapeutic services to victim survivors experiencing or recovering from family violence.</p> <p>In the Central Highlands Area, the Consortium is a partnership model with the lead shared between Berry Street, WRISC Family Support and Ballarat Community Health Service, charged with delivering therapeutic family violence services victim survivors experiencing or recovering from family violence</p> <p>The Restoring Childhood team primarily provides a stepped-care model of therapeutic assessment and intervention services to infants, children, young people and their families who have been impacted by family violence. Therapeutic services are also offered to adult victim survivors of family violence. The Restoring Childhood Team utilise the Safe &amp; Together™ family violence practice model, which focuses on family safety, stability, nurturance and healing from trauma. The RCM is comprised of the following components:</p> <ul style="list-style-type: none"> <li>• Specialist Intake and Triage - face to face parent consultation focussed on the needs of their children, supported referrals and secondary consultations.</li> <li>• Brief Relational Intervention and Screening (3-4 weeks) – 3 parent/child therapeutic sessions, supported referrals and secondary consultations.</li> <li>• Medium term counselling (up to 6 months) – the delivery of evidence based therapeutic interventions (EMDR &amp; Child Parent Psychotherapy) for children, young people, and adults specifically designed to minimise the symptoms of Post-Traumatic Stress.</li> <li>• Group work</li> <li>• Adult focussed work</li> </ul> |
| OUR VALUES  |   |
| <p><b>We expect all staff to apply these Values in all aspects of their work.</b></p> <p><b>Courage:</b> to never give up, maintain hope and advocate for a ‘fair go’</p> <p><b>Integrity:</b> to be true to our word</p> <p><b>Respect:</b> to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p><b>Accountability:</b> to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p><b>Working Together:</b> to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>   |   |

## PRIMARY OBJECTIVES OF THE ROLE

The primary objectives of the role are to:

- Provide high quality trauma and violence therapeutic services to infants, children, young people and their families and adults at each stage of the stepped care model.
- To work cooperatively with both internal and external stakeholders, providers concerning the child development, mental health and well-being needs of infants, children and other mothers affected by violence.
- To support the evaluation of the model

## REPORTING RELATIONSHIPS

This role is based at our Ballarat office.

This role reports to the Senior Clinician who will provide supervision and review. This role has no direct reports and works in conjunction with other team members.

This is an ongoing permanent position

## KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Demonstrated expertise of developmental trauma and the impact of family violence and trauma upon infants, children and parenting, and child-parent relationships
- Demonstrated ability to provide direct service in the clinical assessment and treatment of infants, children, young people and families; including experience specifically in providing dyadic and group clinical interventions for children and parents together, and to comply with service delivery towards output and outcomes requirements
- A strong understanding of the complexity of the family violence and child protection and family violence service systems and the issues involved in providing services to clients
- Demonstrated knowledge of the Safe & Together™ Model of practice
- Ability to provide secondary consultation and advice to non-clinical staff, including parents, health, education and statutory services
- Demonstrated commitment to working collaboratively and the capacity to negotiate and liaise with other agencies and the community, including CSOs, statutory and justice services
- Sound clinical skills in working with infants and parents and older children
- Demonstrated understanding of, and respect for, the needs of children with a disability; Aboriginal culture, including cultural safety and awareness; and cultural and linguistic diversity (CALD), including cultural safety for children from CALD backgrounds
- Demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.
- Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.

## QUALIFICATIONS AND OTHER REQUIREMENTS

## DESIRABLE

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| <ul style="list-style-type: none"> <li>• A tertiary qualification in Social Work, Psychology, Welfare or related discipline</li> <li>• Experience in working from a feminist framework in the family violence domain.</li> <li>• Experience in using family violence risk assessments.</li> <li>• 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.</li> </ul> | <ul style="list-style-type: none"> <li>• An understanding of the Child and Family Services sector and an understanding of the Children, Youth and Families Act 2006 and Family Violence Protection Act 2008</li> <li>• An understanding of the issues involved in working with families with diverse needs - i.e. CALD or disability (physical, sensory, intellectual or psychiatric)</li> <li>• Training (e.g. EMDR) or experience in working with vulnerable children, adults and families, individually and in group work</li> </ul> |
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## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

| ACCOUNTABILITY                 | SPECIFIC RESPONSIBILITIES   |
|--------------------------------|---|
| <b>Direct Service Delivery</b> | <ul style="list-style-type: none"> <li>• Contribute to the delivery of clinical services comprising of triage, assessment and treatment of families referred to the Restoring Childhood Team</li> <li>• Provide secondary consultation concerning the infant, child and parent mental health and family violence risk management needs of clients.</li> <li>• Collaborate and incorporate family violence risk assessment and case management</li> <li>• Ensure all data requirements and client documentation are completed within the required time frames and of a high quality.</li> <li>• Complete clinical work within the required timeframes</li> <li>• Maintain collaborative working relationships with both internal and external key stakeholders.</li> <li>• Participate in team meetings, training and other meetings as appropriate.</li> <li>• Keep abreast of relevant theoretical, legislative and policy development.</li> <li>• Other duties as directed</li> </ul> |
| <b>Other</b>                   | <ul style="list-style-type: none"> <li>• Assist leadership in the delivery of clinical services in the designated area.</li> <li>• Assist the Senior Clinician in the tracking of all client outcomes and the seeking of relevant stakeholder feedback.</li> <li>• In conjunction with the Senior Clinician, ensure that client information is managed in accordance with Australasian standards.</li> <li>• Self-manage risk and safety in clinical practice and work environments</li> <li>• 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.</li> </ul>                                  |

## INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

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

| Element                     | Key Activity   | Frequency      |
|-----------------------------|--|----------------|
| <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          |
|                             | Work office hours with the possibility of extended hours.  | Regularly      |
|                             | Work in an open plan office.   | Could be daily |
|                             | Work in buildings which may be two-storey.   | Could be daily |
|                             | Sit at a computer or in meetings for extended periods.   | Daily          |
|                             | Present at court and other jurisdictions.  | Occasionally   |
| <b>People Contact</b>       | 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.  | Regularly      |
|                             | Interact with clients and members of the public who could display verbal or physically challenging behaviour.  | Regularly      |
| <b>Administrative Tasks</b> | Undertake administrative tasks which may include the following: computer work, writing reports, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data. | Daily          |
|                             | Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.   | Daily          |
| <b>Transport</b>            | Drive vehicles possibly over long distances and in all traffic and weather conditions.   | Regularly      |