

	Position Title: Senior Clinician – Restoring Childhood	Team: Take Two - Restoring Childhood		Region: Central Highlands Office: Ballarat
	Supervisor: Clinical Team Leader – Restoring Childhood	Delegations and Authorities: In Line with Delegations Policy	Band: C Rem: SCLN Other: MVA	Date Completed: August 2019

OUR VISION AND FOCUS	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</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. We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</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. 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 & Together™ family violence practice model, which focuses on family safety, stability, nurturance and healing from trauma.</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 through the RCM to victim survivors experiencing or recovering from family violence</p>
OUR VALUES	
<p>We expect all staff to apply these Values in all aspects of their work.</p> <p>Courage: to never give up, maintain hope and advocate for a ‘fair go’</p> <p>Integrity: to be true to our word</p> <p>Respect: to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p>Accountability: 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>Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>Restoring Childhood,</p> <p>is comprised of the following components:</p> <ul style="list-style-type: none"> • Specialist Intake and Triage - face to face parent consultation focussed on the needs of their children, supported referrals and secondary consultations. • Brief Relational Intervention and Screening (3-4 weeks) – 3 parent/child therapeutic sessions, supported referrals and secondary consultations. • Medium term counselling (up to 6 months) – the delivery of evidence based therapeutic interventions (EMDR & Child Parent Psychotherapy) for children, young people, and adults specifically designed to minimise the symptoms of Post-Traumatic Stress.

PRIMARY OBJECTIVES OF THE ROLE

The primary objectives of the role are to:

- Provide high quality dyadic and child focused parenting clinical interventions to infants, children, and caregivers who have experienced family violence.
- Provide counselling and therapeutic support services to a smaller number of adult victim survivors of Family Violence.
- Participate and provide clinical leadership in the different stepped-care components of the Restoring Childhood Model.

REPORTING RELATIONSHIPS

This role is based with the Restoring Childhood Team at our Ballarat office and is part of the broader Take Two Team. The Restoring Childhood team shares a close relationship with Berry Street's Central Highlands Family & Domestic Violence Service which is also co-located in the Ballarat office.

This role reports to the Team Leader – Restoring Childhood who will provide supervision and review.

This is a permanent position.

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

- Demonstrated ability to provide a high standard of clinical assessment and treatment of infants, children, young people and families; including experience specifically in providing dyadic clinical interventions for children and parents together.
- Demonstrated experience in delivering clinical supervision to clinical staff supporting infants, children and families.
- Sound decision-making skills reflected in excellent clinical judgements.
- A high degree of self-discipline reflected in the ability to provide targeted clinical services within strict time frames.
- 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
- Demonstrated commitment to working collaboratively and the capacity to negotiate and liaise with other agencies and the community, including CSOs, statutory and justice services.
- 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
<ul style="list-style-type: none"> • A tertiary qualification in Social Work, Psychology, welfare or a related discipline. • Post Graduate training is required (EMDR, child psychotherapy, infant-parent therapy, family therapy etc.) and trainee or clinical membership of relevant professional association. • A minimum of five years' experience conducting clinical work with children. • 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. 	<ul style="list-style-type: none"> • 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. • An understanding of the issues involved in working with families with diverse needs- i.e. CALD or disability (physical, sensory, intellectual or psychiatric).

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Service Delivery	<ul style="list-style-type: none"> • Contribute to the delivery of clinical services comprising of triage, assessment and treatment of children, families & adult victim survivors of family violence referred to the Restoring Childhood Team • Provide secondary consultation concerning the infant, child and parent mental health and family violence risk management needs of clients. • Ensure all data requirements and client documentation are completed within the required time frames and of a high quality. • Complete all clinical work within the required timeframes • Keep abreast of relevant theoretical, legislative and policy development. • To participate in triage activities and allocation meetings. • Monitor clinical workloads and risk, and to review the progress of clinical work. • Support the evaluation of the model and ensure data and information related to client files adheres to practice policy and standards.
Leadership	<ul style="list-style-type: none"> • Work cooperatively with team leader to ensure service delivery requirements are meet • Work co-operatively with both internal and external stakeholders.
Supervision	<ul style="list-style-type: none"> • Provide supervision, consultation and support to clinicians in the Restoring Childhood Program in accordance with Berry Street’s supervision policy. • Actively participate in supervision. • Coach and mentor staff within the team.
Other	<ul style="list-style-type: none"> • Self-manage risk and safety in clinical practice and work environments. • Participate in team meetings, training and other meetings as appropriate. • Provide reports as required. • Support the Restoring Childhood Team Leader with the implementation and operation of the Restoring Childhood Model. • There is an expectation that staff never commit, excuse or remain silent about violence against women. • 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. • Other duties as directed

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
Work Environment	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
People Contact	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
Administrative Tasks	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
Transport	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regularly