

	Position Title: Team Leader	Team: Restoring Childhood and Take Two Team		Region: Mallee Office: Mildura
	Supervisor: Senior Manager - Restoring Childhood	Delegations and Authorities: In Line with Delegations Policy	Band: D Clinical Team Leader Motor Vehicle Allowance	Date Completed: October 2019

ORGANISATIONAL INFORMATION

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.</p> <p>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. Take Two is a Victoria-wide service funded by the Department of Health and Human Services, auspiced by Berry Street, and is also involved in partnership with other community service agencies to provide services to therapeutic foster care, Aboriginal therapeutic home-based care, therapeutic residential care and the Stronger Families service.</p> <p>Take Two is a flagship site of the Child Trauma Academy implementing the Model of Neurosequential Therapeutics to guide intervention planning.</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 therapeutic 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 Mallee Area, the Mallee Sexual Assault Unit Inc. Mallee Domestic Violence Services (MSAU-MDVS) is the lead agency charged with delivering therapeutic family violence services through the RCM to victim survivors experiencing or recovering from family violence. The consortia partners are Berry Street, Mallee Family Care, Mallee District Aboriginal Services and Mallee Accommodation and Support Program.</p>
OUR VALUES	
<p>Berry Street expects 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>	

PRIMARY OBJECTIVES OF THE ROLE

The primary objectives of the role are to:

- Ensure that the Restoring Childhood program is implemented and managed efficiently and effectively in collaboration with consortia partners.
- Responsibility for the operational oversight and management and supervision of the Take Two work.
- Conduct assessments and develop therapeutic treatment plans for clients as required. Working with care teams to achieve the goals within the specified time frame.
- Have a leadership role in the team and support the clinical team leader, including building and maintaining important partnership relationships and supporting the team to meet key performance indicators
- Provide clinical supervision to clinicians and students as required.

REPORTING RELATIONSHIPS

This role is based in Mildura or Swan Hill office and is part of the broader Take Two Team.

This role reports to the Restoring Childhood Senior Manager for management, clinical supervision and program administration issues. This role is expected to work collaboratively with consortia partner agencies, all Restoring Childhood, Take Two and family violence teams and has direct reports. There is a requirement to comply with MSAU-MDVS office and organisational protocols in relation to the consortia service delivery.

EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together.
- Have a demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.
- 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.
- Berry Street is committed to the safety, participation and empowerment of all children, including those with a disability and culturally and/or linguistically diverse backgrounds. Berry Street is also committed to cultural safety, inclusion and empowerment of Aboriginal children, their families and communities.

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

- Demonstrated expertise in the area of developmental trauma and the impact of family violence and trauma upon infants, children and parenting, and child-parent relationships.
- Demonstrated ability to provide a high standard of complex direct service in the clinical assessment and treatment of children, young people and families utilising sound decision making and risk assessment skills; and to comply with service delivery requirements. Further the ability to provide sound secondary consultations.

- Demonstrated experience in delivering clinical and line management supervision to clinical staff supporting infants, children and families relating to the impact of family violence, child abuse, neglect and mental health, including the provision of coaching, mentoring, supervision (able to do so in accordance with Berry Street's supervision model), team building, monitoring of workload and managing performance
- Demonstrated knowledge of the Safe & Together™ Model of practice
- Demonstrated experience in successfully implementing and managing projects.
- A strong understanding of the complexity of the child protection and family violence service systems and the issues involved in providing statutory and non-statutory services to clients with the ability to work in a complicated environment that can challenge and frustrate individual values and viewpoints.
- Demonstrated commitment to working collaboratively and the capacity to listen and consider others opinions, respectfully and tactfully negotiate and liaise with other agencies and the community, including DHHS, 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 report writing, 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"> • An appropriate Bachelor degree level or higher qualification in a Health or Welfare related field such as Occupational Therapy, Psychology, Social Work, Family Therapy, Speech Pathology or related discipline. • Please note: The scope of this position does not require the incumbent to practice as a registered psychologist, occupational therapist or other AHPRA registered profession and, as such, discipline specific registration is not a requirement. If the incumbent wishes to maintain registration it is at the incumbent's discretion and will not impact on the scope of this role. • A minimum of 7 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 matters. 	<ul style="list-style-type: none"> • Post Graduate training is required (EMDR, child psychotherapy, infant-parent therapy, family therapy etc.) and trainee or clinical membership of relevant professional association. • 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"> • May carry a small caseload • Oversee the daily operations of the Restoring Childhood and Take Two Team including the triage, assessment and interventions. • Working closely with the MSAU-MDVS Therapeutic and Intake Teams on a daily basis • Ensure that data is collected in accordance with model requirements. • Provide secondary consultation concerning the infant, child and family violence risk management needs of clients. • Provide clinical leadership in the different stepped-care components of the Restoring Childhood Model. • Responsibility for ensuring that the relevant referral processes are in place; that target numbers for client services are met; delivery of high quality clinical services; and that relevant client records are maintained according to Australasian standards. • Ensure the provision of high quality dyadic and child focused parenting clinical interventions to infants, children and caregivers who have experienced family violence, child abuse or neglect. • Work collaboratively with the system that sits around the child – child protection practitioners, education providers, family violence services, health providers, care givers and family. • Partner with external agencies and professionals to provide clinical interventions as required. • Liaise regularly with the DHHS Principal Practitioner regarding potential and actual Take Two clients • Ensure that systems and processes are in place for appropriate monitoring of clients identified as “high risk”. • Keep abreast of relevant theoretical, legislative and policy development. • May attend court and give evidence that may include their professional opinion based upon assessment reports and professional observations on the child/young person’s development and relationships with significant others.
Management	<ul style="list-style-type: none"> • Develop and maintain collaborative working relationships with both internal and external key stakeholders, including consortia partners and other Take Two team leaders. • Support the evaluation of the model and ensure data and information related to client files adheres to practice policy and standards. • Lead team meetings and other meetings as appropriate, including consortia meetings • Report on implementation and operation of the Restoring Childhood and Take Two team monthly and when requested. • Ensure all data requirements and client documentation are completed within the required time frames and of a high quality. • Establish a positive Team culture that enhances the well-being, and positive working relationships between clinicians. • Ensure that the Restoring Childhood and Take Two Team is delivering services consistent with program requirements. • Escalate clinical, human resources, partnering and management issues as required.

	<ul style="list-style-type: none"> • Play a lead role in the ongoing operation and development of Restoring Childhood and Take Two within the region of responsibility and actively contribute to its practice development, contract compliance, strategic planning, research, development and training. • Support the manager in the recruitment, management and development of appropriately qualified and skilled staff and support the manager in the provision of orientation, support, supervision, annual staff appraisals and professional development plans in line with Berry Street policy.
Supervision	<ul style="list-style-type: none"> • Provide high quality supervision, consultation and support to clinicians ensuring consistency with the Restoring Childhood and Take Two requirements and in accordance with Berry Street's supervision policy. • Coach and mentor staff within the team. • Participate in regular supervision. • Conduct annual reviews of supervisees in accordance with Berry Street policy.
Other	<ul style="list-style-type: none"> • Self-manage risk and safety in clinical practice and work environments. • 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.	Regular
	Be exposed to all outdoor weather conditions.	Regular
	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
	Work in an environment with competing demands.	Daily
	Present at court and other jurisdictions.	Occasional
People Contact	Liaise with government, non-government and community organisations.	Daily
	Work with clients who may have a physical or sensory disability.	Regular
	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
	Facilitate access to specialist, generic and community services.	Daily
	Undertake training and professional development activities.	Regular
Administrative Tasks	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
	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.	Regular
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Occasional