

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

ORGANISATIONAL INFORMATION

OUR VISION AND FOCUS	ROLE CONTEXTx
<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> <p>Restoring Childhood provides a stepped-care model of therapeutic assessment and intervention, aiming to prevent the development or reduce the impact of psychological disorders as a result of children and young people experiencing family violence.</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:

- Provide high quality dyadic and child focused parenting clinical interventions to infants, children, and caregivers who have experienced family violence. Group work may also be a component of the role.
- Participate and provide clinical leadership in the different stepped-care components of the Restoring Childhood Model.
- 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 located in the MSAU-MDVS offices in Swan Hill or Mildura and is part of the broader Take Two Team.

This role reports to the Team Leader – Restoring Childhood & Take Two - who will provide supervision and review, and comply with MSAU-MDVS office and organisational protocols.

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 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.
- Willingness to coach and develop others, impart knowledge and provide supervision to clinical staff in accordance with Berry Streets policy.

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 5 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 preferred (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"> • 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 • Working closely with the MSAU-MDVS Therapeutic and Intake Teams on a daily basis • 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.

	<ul style="list-style-type: none"> • 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 met • 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.	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