

POSITION DESCRIPTION (NON SMT)

Position Title	Senior Clinician, Close Supervision Unit
Reference Number	RPPD404
Department	Rehabilitation and Reintegration Services
Position reports to	Manager, Close Supervision Unit
Positions reporting to this role	
Work Location and Travel	<p>This position is located at Ravenhall Correctional Centre on 97 Riding Boundary Rd, Ravenhall, VIC 3023.</p> <p>This position will provide services at GEO's Community Reintegration Centre in Melbourne on a needs basis.</p> <p>Interstate travel may be required.</p>
Organisational Overview	<p>Our goal is to deliver better corrections, and in doing so, create safer communities.</p> <p>We measure our success in delivering 'better corrections' in two ways: against our objective of being Australia's best provider of correctional services, as well as our ability to make these services better over time through innovation and continual improvement.</p> <p>We measure our success in delivering 'safer communities' through our ability to successfully reintegrate the prisoners we release, with corresponding reductions in their rate of reoffending.</p> <p>To reduce reoffending we apply the GEO Continuum of Care:</p> <ul style="list-style-type: none"> • We work not only in our correctional centres but continue our services out into the community to support our prisoners after release • We work not only with our prisoners but also with those critical to their rehabilitation and reintegration such as families, social networks and other service providers • We work not only during our prisoners' sentences but also afterwards as they leave the correctional system and return fully to their communities. <p>Our five values which deliver Better Corrections, Safer Communities are that we Partner, we Lead, we Deliver, we Measure and we Respond.</p>

<p>Operating Environment</p>	<p>Ravenhall Correctional Centre is located in Ravenhall, Victoria, 25 kilometres from Melbourne.</p> <p>Ravenhall is a 1300 bed medium security prison for adult sentenced males. Its contemporary campus-style design reflects four accommodation communities with varying profiles: 1) induction and transition, 2) youth and indigenous, 3) remand and 4) protection. Community accommodation is complimented by a further 75-bed Forensic Mental Health Unit, 25-bed Unit for prisoners with significant challenging behaviours, and a 25-bed Mission Unit designed to respond intensively and therapeutically to current community issues. In recognition of the importance of Continuum of Care, Ravenhall extends its presence into the community by providing ex-prisoners with access to post-release support at GEO's Community Reintegration Centre.</p> <p>Through investment in opportunities for prisoners to engage in work, education and programs, prisoners are not only held safely and securely but given every chance to turn their lives around. Issues behind much of the crime in our communities – such as violent attitudes, anti-social behaviours and the abuse of drugs and alcohol – are addressed through innovative programs and interventions. At the same time helping prisoners with day-to-day challenges such as gaining and holding down employment and finding a suitable place to live also help prevent a return to crime.</p> <p>Ravenhall's unprecedented emphasis on offender rehabilitation and reintegration is evidenced by a significantly sized team of clinicians, working in concert with a number of Victoria's most respected organisations including Forensicare, Correct Care, YMCA, Melbourne City Mission and The Bendigo Kangan Institute. Together, Ravenhall provides an integrated service system that collaboratively brings about lasting positive change in the lives of prisoners pre- and post-release. Through these partnerships the objective of Safer Victorian Communities is achieved.</p>
<p>Position Summary</p>	<p>Ravenhall comprises a team of Senior Clinicians working across accommodation areas, specialist units and portfolios.</p> <p>The Senior Clinician of the Close Supervision Unit (CSU), works in a 25-bed Unit for prisoners with extreme and/or challenging behaviours. The CSU accommodates prisoners with a diverse range of behavioural issues (e.g. aggression, self-harming behaviours), personality disorders, mental illness, and cognitive impairments such as Acquired Brain Injury. The Unit provides a phased treatment program with the aim of stabilising behaviours, providing relevant intervention and then transitioning prisoners to a less restrictive mainstream environment.</p> <p>Reporting to the Manager, the Senior Clinician of the CSU is</p>

	<p>responsible for the functional assessment of problem behaviours exhibited by prisoners admitted to the Unit. As part of a multidisciplinary approach to assessment and treatment, they work with the Complex Needs team, health and mental health providers, and other program providers to develop holistic behaviour support and treatment plans.</p> <p>The Senior Clinician is experienced in assessment, applied behaviour analysis and behaviour reinforcement contingencies, and works closely with the CSU custodial staff and other providers to ensure a consistent and appropriate response to individual prisoner needs. They provide ongoing treatment to prisoners in the CSU and contribute to discharge and reintegration planning. They also lead and manage clinical staff servicing the CSU including direct guidance, clinical supervision, coaching and mentoring.</p>
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Job Profile

Key Role Accountabilities:

- Participate as a member of the Senior Clinician team at Ravenhall providing specialist services to prisoners with extreme and/or challenging behaviours in the CSU and leading and managing a team of clinicians allocated to the Unit.
- Provide operational and/or clinical supervision to clinical staff based in the CSU.
- Provide clinical leadership, expert advice and consultation to the Manager of the Close Supervision Unit, Sentence Management Division of Corrections Victoria and other key stakeholders, on issues related to the needs of prisoners residing within the CSU.
- Complete comprehensive functional assessments of problem behaviours leading to case formulations and the development of behaviour management and treatment plans and pathways.
- Facilitate individual and group interventions consistent with prisoner risk and need.
- Contribute to multidisciplinary case reviews including shift handover, clinical reviews, behaviour support plan reviews, case-management reviews and at-risk reviews.
- Work collaboratively with CSU custodial staff, assisting them to understand and effectively execute their role in supporting positive behaviour change.
- Work collaboratively with the Senior Clinician of the Complex Needs team, Forensicare and Alliance Partners, to ensure issues of responsivity are considered when facilitating programs and services in the CSU.
- Demonstrate commitment to ongoing quality assurance practices by ensuring efficient and accurate management of clinical data; input into systems, clinical files, case-notes and reports.
- Adhere to best-practice principles of program delivery including adherence to risk, need, responsivity issues, program integrity and appropriate exercise of professional discretion.
- Contribute to the facilitation of training for custodial, non-custodial and clinical staff in working with challenging behaviours.
- Provide operational and/or clinical supervision to students on placement (where required).
- Participate in clinical supervision and ongoing professional development.
- Other duties as directed by the Manager, CSU.

General Responsibilities as a GEO Non Senior Management Team Member:

- Ensure GEO's primary goal of reducing reoffending is at the core of everything you do.
- Inspire and motivate others, communicating professionally and assertively, working harmoniously as part of a multi-disciplinary team. Build and maintain effective professional relationships with internal and external stakeholders.
- Complete work in a timely and consistent manner and to a high quality standard in line with local and/or corporate policies, procedures and operating manuals.
- Have clear understanding of day to day deliverables.
- Complete all required training requirements within designated timeframes.
- Maintain a satisfactory attendance record.
- Understand and ensure that the integrated management system described in the Governance, Risk and Compliance Manual (GRC) and Quality, Environmental, Safety (including Food Safety) Policies is complied with; and ensure any operational, quality, environmental, workplace safety or food safety non-conformance, incident or accident is immediately reported through the appropriate channels.
- Display high levels of integrity and honesty and adhere to GEO's HR2.01 Code of Conduct and Ethical Behaviour, as well as all other applicable policies and procedures.
- Invest in continuous self-development and the development of others.

Position requirements:

Key Selection Criteria

Essential:

- Full registration as a Psychologist or Social Worker with the Psychology Board of Australia (PBA) or Australian Association of Social Work (AASW), respectively, or registration as an Occupational Therapist with the Occupational Therapy Board of Australia.
- Five or more years of experience as a registered practitioner working with clients with extreme and/or challenging behaviours stemming from a mental illness, intellectual disability, acquired brain injury or other cognitive impairment, autism spectrum disorder, and/or personality disorder.
- Experience in positive behaviour support, conducting functional behaviour assessments, developing Behaviour Support Plans and implementing environmental, behavioural and other responsive interventions, to reduce challenging behaviours.
- Experience working in a correctional or other institutional setting.
- Demonstrated knowledge of the Victorian Criminal Justice System including the role of the Courts, prisons, parole and community corrections.
- Demonstrated knowledge of the "What works" literature in offender rehabilitation, in addition to the application of the Good Lives Model (GLM) and principles of Risk Need Responsivity (RNR) in reducing recidivism in offender populations.
- Demonstrated experience in leading and managing a multidisciplinary team of clinical professionals including the provision of clinical supervision, guidance and mentoring.
- Demonstrated ability to liaise, support and reinforce cross-agency consultation and collaboration in order to achieve shared goals.

	<ul style="list-style-type: none"> • Excellent verbal and written communication skills, including the ability to effectively and efficiently prepare complex clinical reports. <p>Desirable:</p> <ul style="list-style-type: none"> • Experience in neuropsychological assessment. • A Masters or Doctoral Degree in a relevant field. • PBA practice endorsement in a specialist field such as Clinical, Forensic or Neuropsychology. • Recognised PBA Supervisor status for Higher Degree students, 4+2 and 5+1 supervision programs (for Psychologists). • Membership of relevant Professional Bodies or organisations.
Other Requirements of the Role	<ul style="list-style-type: none"> • Ability to work within a correctional setting, which will involve direct contact with prisoners. • Valid and current full Australian driver's licence. • Satisfactory completion of a National Criminal History Check. • Ability to obtain and maintain a security clearance. • Work outside of ordinary business hours may be required on occasion.

APPROVED BY	SIGNATURE	DATE
General Manager		
Relevant Director		
Director Employee and Industrial Relations		
Managing Director		

Employee Acceptance

I acknowledge that:

- Statements included in this position description are intended to reflect duties and responsibilities that I may be required to undertake and are not to be interpreted as being all inclusive.
- I have read, understood and accepted the above position description and associated attachments.

NAME	SIGNATURE	DATE

Master copy lodged with HO (SMT only) ☐

Master copy lodged with department monitor ☐