



The GEO Group Australia Pty Ltd.

POSITION DESCRIPTION

Position Title	Clinician
Reference Number	RPPD408
Department	Rehabilitation and Reintegration Services
Position Reports To	Senior Clinician
Positions Reporting To This Role	NIL
Work Location And Travel	<p>This position is located at Ravenhall Correctional Centre at 97 Riding Boundary Rd, Ravenhall, VIC 3023.</p> <p>This position will provide services at GEO's Community Reintegration Centre (Level , 548 Bridge Road, Richmond) on a needs basis.</p> <p>Interstate travel may be required.</p>
Operating Environment	<p>Ravenhall is a Victoria's largest prison for adult sentenced and unsentenced males. Its contemporary campus-style design provides a safe and humane environment that enables and nurtures GEOs Continuum of Care operating philosophy.</p> <p>Ravenhall also has a dedicated Forensic Mental Health Unit, a specialised Closed Supervision Unit for prisoners with significant challenging behaviours, and a small Mission Based Unit for prisoners who have never been in custody before. 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>With key focus on young adult's offenders, Aboriginal and those with complex and mental health needs, prisoners at Ravenhall have significant opportunities to engage in work, education, programs and services, through an evidence based approach to reduce re-offending.</p> <p>Ravenhall's unprecedented emphasis on offender rehabilitation and reintegration is evidenced through collaborative and integrated relationships with key Alliance service partners including Forensicare, Correct Care Australia, YMCA, Honeywell and Bendigo Kangan Institute of Tafe.</p>

Position Summary

Clinicians work within an integrated practice framework, utilising the Risk Need Responsivity (RNR) Model, the Good Lives Model (GLM) and Therapeutic Jurisprudence (TJ), to guide assessment, treatment and case-management recommendations. Clinicians are allocated to one of five teams: a community team providing services to a particular cohort or the complex needs team providing services to specialist units (e.g. the Close Supervision Unit, Forensic Mental Health Unit, Mission Based Unit and Management Unit). Teams are multi-disciplinary consisting of psychologists, social workers, counsellors and occupational therapists, and are managed by a Senior Clinician. Clinicians undertake clinical interviews and risk assessments, identify dynamic risk factors and develop comprehensive case formulations RPPD408 Clinician 07 April 2017 CF 1.28D – 7/3/16 Page 3 of 6 and individualised treatment plans. Intervention may be individual or group-based and focuses on criminogenic needs such as treatment readiness, violence, family violence, substance abuse, antisocial thinking and attitudes, problem solving and consequential thinking. Clinicians also provide interventions related to wellness, trauma, self-management, and healthy relationships. Uniquely, clinicians at Ravenhall also facilitate programs with prisoners' families to increase successful prisoner reintegration and continue to provide necessary support to ex-prisoners post-release to reduce their risk of reoffending.

Key Accountabilities

- Undertake various assessments including functional behaviour assessment, structured clinical interviews, risk assessments and psychometric testing.
- Develop forensic case formulations and treatment plans, write case-notes and outcome reports.
- Provide individual cognitive-behavioural interventions to support program participation, address distress, treatment readiness, offending behaviour and other treatment needs as well as reintegration.
- Facilitate group interventions targeting criminogenic needs such as treatment readiness, violence, family violence, substance abuse, antisocial attitudes, problem solving and impulsivity in addition to programs targeting wellness, healthy relationships, trauma and reintegration.
- Periodically facilitate programs with prisoners' families at GEO's Community Reintegration Centre.
- Periodically provide post-release support to ex-prisoners who you have identified would benefit from continued post-release support to reduce recidivism risk.
- Contribute to case-management planning and case reviews, behaviour support plans and community reintegration plans.
- Collaborate with custodial and non-custodial staff, Forensicare, Correct Care, Alliance Partners and other providers, to develop effective working relationships.
- Participate in community activities and relevant cultural and religious celebrations.
- Facilitate Identified Drug User (IDU) reviews and recommend treatment strategies for minimising risk and relapse.
- Effectively, efficiently and accurately manage clinical data entry into identified systems and

- clinical files.
- Participate in clinical supervision and professional development opportunities consistent with the clinician role.
- Participate in peer supervision with colleagues and support new or provisionally registered clinicians to observe your practice.
- Facilitate training as required for custodial and non-custodial staff.
- Ensure compliance with all Company Policies and Procedures and the Governance, Risk and Compliance Manual.

Key Selection Criteria:

Essential:

- Clinicians will be psychologists with full registration with the Psychology Board of Australia (PBA); social workers with registration with the Australian Association of Social Work (AASW); occupational therapists registered with the Occupational Therapy Board of Australia, or counsellors with Level 4 registration with the Australian Register of Counsellors and Psychotherapists (ARCAP).
- 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 Cognitive Behavioural Therapy (CBT) and other best-practice therapeutic frameworks for working with offenders.
- Experience in clinical and/or risk assessments, individual and group intervention, in a correctional, clinical or other relevant setting.
- Demonstrated ability to work collaboratively with others both cross-agency and as part of a multidisciplinary team of professionals.
- Excellent verbal and written communication skills, including the ability to effectively and efficiently prepare clinical formulations and reports.

Desirable:

- Post-graduate qualifications in your chosen discipline.
- PBA practice endorsement in a specialist field such Clinical, Forensic or Neuropsychology.
- Recognised PBA Supervisor status for Higher Degree students, 4+2 and 5+1 supervision programs (Psychologists only).
- Membership of relevant Professional Bodies or organisations.

Other Requirements of the Role

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.

Employee Acceptance

I acknowledge that the 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 (SLT only) ☐

Master copy lodged with department monitor ☐