

Position Description

Position Title	Therapeutic Practitioner
Location	Adelaide Office
Child Safety (Prohibited Persons) Act 2016	Prescribed
Award	Social, Community, Home Care & Disability Services Industry Award 2010
Classification	Social and Community Services Employee Level 6
Reporting Relationships	Reports to the Clinical Practice Leader Direct reports: - Nil

Position's Primary Purpose

The Therapeutic Practitioner role provides practice leadership for all Therapeutic Residential Care (TRC) staff. The Therapeutic Practitioner will assist the Clinical Practice Leader, Children and Youth Services, with implementing and maintaining a trauma responsive, therapeutic care environment within Junction's residential care houses that will equip and empower children and young people in our care to recover from their experiences of trauma, fully participate in community and have the resilience and knowledge to respond to life's challenges. The role will contribute to achieving Junction Values through providing practice advice and providing input into strategic planning across Junction.

Key Accountabilities

- Work collaboratively with House Supervisors and Therapeutic Youth Workers to implement and embed Junction's therapeutic practice framework within Junction's residential care houses
- Together with the Department for Child Protection and other key internal and external stakeholders, manage placement referrals from DCP and match children and young people to placements appropriate to their needs
- Work with House Supervisors and their teams to develop, maintain and review individual Development Care Plans for each child that provide direction for Therapeutic Youth Workers in meeting children's developmental, care and safety needs
- Facilitate reflective practice discussions in team meetings that facilitates staff development and assists teams to implement Development Care Plans
- Facilitate training or other development activities in response to identified skill and knowledge gaps amongst TRC staff
- Support the Clinical Practice Leader to undertake strategic projects to build practice capability within the program, as required
- Work with the Quality Assurance Advisor, Child Protection to ensure that all houses have appropriate systems and processes in place to maintain accurate case notes and Development Care Plans
- Provide consultation and evidence-based advice to TRC staff on complex cases in conjunction with other key stakeholders
- Manage, monitor and review all medium, high and very high incident reports and provide clinical input as required
- Support the Clinical Practice Leader to conduct post incident reviews following serious client critical incidents and care concerns

Position Description

- Mentor, coach and co work with TRC staff to ensure practice is consistent across the organisation
- Actively engage in reflective and clinical supervision
- Demonstrate awareness of cultural issues as they relate to children and young people from culturally and linguistically diverse backgrounds
- Demonstrate awareness of and engage in learning about Aboriginal cultural practices and work closely with Junction's Principal Aboriginal Consultant (PAC) to ensure provision of culturally safe services
- In partnership with the Clinical Practice Leader, Operations Managers, lead ongoing discussions with Therapeutic Youth Workers and House supervisors about quality practice and continuous improvement
- Participate in leadership groups and other planning and operational meetings as required
- Contribute and maintain a safe and healthy work environment by identifying and reporting hazards, incidents and injuries in accordance with Junction's Policy and procedures

Key Relationships

Who	How
Internal	
Clinical Practice Lead	Identify and report to the Clinical Practice Lead any emerging practice issues that may impact upon the effectiveness, sustainability and growth of the program
Operations Manager, Children and Youth Services	Work in partnership with Operations Managers to address emerging practice issues in their teams
House Supervisors	Support house leadership to implement and maintain the therapeutic environment through Junction's intake and assessment processes through to ongoing care
Therapeutic Youth Workers	Provide practice guidance and support to staff regarding the needs of the children and young people in the houses to build their individual and collective capacity to provide meaningful therapeutic intervention
Principal Aboriginal Consultant	Work collaboratively with Junction's PAC to ensure service provision for Aboriginal and Torres Strait Islander children is culturally safe, meets the Aboriginal Child Placement Principles and supports each child's ongoing connection with family and culture
External	
People we work with	Deliver high quality services which are 'client-centric', safe, effective and culturally appropriate with outcomes meeting funder requirements and the National Standards for Out of Home Care
Stakeholders	Work collaboratively with the Department for Child Protection's (DCP) case workers to ensure that children and young people meet goals aligned to life domains in Developmental Care Plans
Service Providers	Foster positive relationships with other organisations and partners, clients, external stakeholders and the wider community

Position Description

Core Values

Junction aspires to deliver flexible and responsive services that are underpinned by the following core values:

 IMPACT	 PASSION	 INTEGRITY	 RESPECT	 COLLABORATION
<i>We are determined to make a meaningful difference with a long-term impact and ripple effect of positive change.</i>	<i>Our tenacity brings passion to our purpose, fuelling our motivation and unwavering commitment to drive change.</i>	<i>Trusting, fair and supportive, we act with openness and honesty, preserving the dignity for the clients and tenants we work with.</i>	<i>We have an inherent belief in the value of all people and respect the right to navigate life's complexities with choice and control.</i>	<i>United by compassion and a true sense of solidarity, we are a like-minded group working together towards our vision.</i>

Capability Summary

The Junction People Capability Framework applies to all employees and is key in ensuring our Values are embedded in all we do. See attached list of all capabilities for the level of this role.

CAPABILITY GROUP	CAPABILITY NAME			
OUTCOMES FOCUSED	Positively impact clients	Deliver results	Drive innovation	Plan and prioritise
PERSONAL ATTRIBUTES	Act with integrity	Live our values and embrace	Show resilience and adaptability	Display self-awareness and motivation
POSITIVE RELATIONSHIPS	Client centric	Influence and negotiate	Communicate effectively	Work collaboratively
LEADERSHIP & PEOPLE MANAGEMENT	Inspire and lead with purpose	Manage through our Values	Support and develop our people	Make sound and agile decisions
BUSINESS ENABLERS	Manage change	Optimise resources	Leverage technology	Understand financial requirements

Position Requirements

- A satisfactory Working with Children Check (WWCC) or General Probity Check must be completed, (as applicable), prior to commencing employment and maintained thereafter
- Current Safe Environments Certificate is required and the employee must comply with relevant state legislation to support a child safe organisation
- Hold a Senior First Aid certificate and is required to perform first aid in the workplace
- It is a requirement of the position to be accredited in Therapeutic Crisis Intervention within 6 months of commencing with Junction
- Holds a current unencumbered Australian Driver's Licence or equivalent, and is willing to drive
- Your employment with Junction is subject to you being and remaining eligible to be employed in a licensed children's residential facility which requires employees to undergo periodic psychological or psychometric assessments
- It is a requirement of the role to undertake essential training and be maintained thereafter
- All Therapeutic Practitioners are required to participate in professional supervision
- Willing to work occasional flexible hours to meet operational requirements

Selection Criteria

Education and Knowledge

- Degree or tertiary qualifications in Social Work, Psychology, Human Services or relevant equivalent (or lesser qualification complemented by substantial relevant experience) – essential
- Understanding of social justice principle – including equity of access, discrimination and equal opportunity, individuals' rights and privacy
- Understanding of relevant statutory requirements and legislation for children under the Guardianship of the Chief Executive and supported accommodation

Skills and Experience

- Demonstrated understanding and experience working in a role supporting young people under the Guardianship of the Chief Executive
- Demonstrated experience in allocating and matching clients and overseeing service delivery for a medium to large program over multiple sites
- Experience working with, or demonstrated understanding of, the needs of children and adolescents at risk including appropriate responses to clients with behaviours that demonstrate high and complex needs
- Demonstrated ability to model and support reflective practice
- High quality (verbal and written), interpersonal and negotiation skills
- Sound understanding of case management principles together with previous experience in developing and overseeing therapeutic care plans within an established case management model
- Ability to prioritise own workload and that of others, meet deadlines and work independently
- Demonstrated leadership qualities including engaging and motivating staff to achieve practice excellence
- Demonstrated knowledge and ability to work collaboratively with Aboriginal and Torres Strait Islander people in a culturally safe manner
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment

Equal Employment Opportunity

Junction is an equal opportunity employer that embraces a culture of diversity. We encourage applications from the Aboriginal and Torres Strait Islander community, people with disability, and people from every culture, gender and sexuality identity, age and ethnic background. Junction is committed to being a Child Safe organisation and has zero tolerance for child abuse.



LEADING OTHERS

OUTCOMES FOCUSED	PERSONAL ATTRIBUTES	POSITIVE RELATIONSHIPS	LEADERSHIP & PEOPLE MANAGEMENT	BUSINESS ENABLERS
Positively Impact Clients <ul style="list-style-type: none"> Encourages a strong customer-focus and builds understanding of client/customer perspectives within their team Fosters respect for clients/customers and stakeholders Delivers services that deliver positive outcomes 	Act with integrity <ul style="list-style-type: none"> Promotes ethical and professional behaviour Acts on inappropriate behaviour/ misconduct in alignment with Junction Values and Code of Conduct Takes responsibility for mistakes and learns from them 	Client Centric <ul style="list-style-type: none"> Actively works to understand clients/customers and stakeholders Encourages a strong client/customer-focus and builds understanding of client/customer perspectives within their team Promotes and expects respect, professionalism and fairness in all interactions with the community and people we support 	Inspire and lead with purpose <ul style="list-style-type: none"> Conveys the vision for their area in a compelling way Able to describe how their work, and the work of their team, contributes to organisational objectives Considers wider organisational objectives when making decisions and going about their work 	Manage change <ul style="list-style-type: none"> Actively promotes change processes and engages in the communication of change initiatives across the workforce Provides guidance, coaching and direction to others while managing uncertainty and change Engages employees in change processes and provides clear guidance and support Identifies and addresses barriers to change
Deliver results <ul style="list-style-type: none"> Breaks down projects into objectives and goals, and accurately scopes out length and difficulty of tasks Organises the team to deliver the required work program to a high quality Provides clear and accurate reporting of progress and performance 	Value and embrace diversity <ul style="list-style-type: none"> Recognises, encourages and includes individual differences and working styles Supports organisational goals by leveraging diversity of thought Encourages open dialogue on diversity and shares experiences and learnings 	Influence and negotiate <ul style="list-style-type: none"> Ensures that negotiations remain focused on the important issues Offers convincing arguments to make a strong case without getting personal or aggressive Settles disputes equitably by finding common ground and gaining cooperation 	Contributes to a positive focus safety <ul style="list-style-type: none"> Shows leadership and commitment to safety and wellbeing of self, others and the community Takes safety seriously and does not accept complacent behaviour, reports on good and bad news Effectively uses Junction's safety management systems 	Optimise resources <ul style="list-style-type: none"> Initiates and develops goals and plans to guide the work of the team, aligning to organisational objectives Allocates resources to ensure achievement of service outcomes Contributes to workforce plans that effectively distribute resources in delivering services
Drive innovation <ul style="list-style-type: none"> Encourages creativity and innovation Identifies and implements improved ways of doing things Constructively challenges the status quo 	Show resilience and adaptability <ul style="list-style-type: none"> Communicates the positive side of change for the team and organisation Assists the team to adapt to a changing environment Maintains an optimistic outlook and focus on the learning in difficult situations 	Communicate effectively <ul style="list-style-type: none"> Structures messages clearly and concisely, both verbally and in writing and limit jargon Explains complex information using easy to understand language Presents information effectively, outlines the effects and ensures key points are conveyed 	Support and develop our people <ul style="list-style-type: none"> Deals positively with uncertainty and copes effectively in a changing environment Acts as a coach and mentor, working with others to facilitate continuous improvement Recognises, acknowledges and rewards individual and team achievements 	Leverage technology <ul style="list-style-type: none"> Demonstrates a strong knowledge and use of technology relevant to the work program Uses existing technology and identifies ways to leverage its value in achieving team goals Supports compliance with records, information and knowledge management requirements
Plan and prioritise <ul style="list-style-type: none"> Develops plans that have clear appropriate goals and measurable objectives Anticipates change and builds contingencies Monitors progression of projects, team achievements against work plans and goals Manages priorities to achieve goals and objectives 	Display self-awareness and motivation <ul style="list-style-type: none"> Seeks and responds positively to constructive feedback and identifies areas of strength and improvement required Demonstrates a high level of personal motivation and encourages this in others Supports and enables others to achieve 	Work collaboratively <ul style="list-style-type: none"> Works effectively with other parts of the organisation and sector to deliver results Works collaboratively and cooperatively and recognises and rewards those behaviours in others Builds networks with peers 	Make sound and agile decisions <ul style="list-style-type: none"> Makes time sensitive decisions even when only limited information may be available Acknowledges personal responsibility for outcomes of decisions Makes clear, well-reasoned decisions Applies lateral and creative thinking to generate ideas and solutions and decide actions 	Understand financial requirements <ul style="list-style-type: none"> Is familiar with financial terminology, policies and processes Understands the impacts of funding allocations on team budgets Seeks financial specialist advice and support when needed