

POSITION:	Therapeutic Specialist – Child & Family Services
AWARD/AGREEMENT:	Non-Award Agreement
REPORTING RELATIONSHIPS:	Senior Therapeutic Practitioner / Head of Clinical Services

Therapeutic Specialist provides clinical knowledge and expertise to support children and young people and their carer's and families as part of a professional multi-disciplinary team in the Child and Family Permanency Support Program. The therapist works with foster carers, family and kin and case managers to ensure children and young people who have experienced trauma, receive positive support and therapeutic care. This will include development of therapeutically appropriate plans and services, including assessments and behaviour support plans.

DUTIES AND RESPONSIBILITIES:**1. Service Delivery***Generic*

- Provide assessments of cognitive and learning abilities, living skills, emotional and mental health status and behavioural planning and management for children and young people;
- Contribute to the development of therapeutically and individually developed plans (such as Behaviour Support Plans, Case Management Plans, Transition and Exit Plans, Health Plans, etc.) to guide the practice of the staff teams;
- Develop and monitor intervention plans and strategies around challenging behaviours exhibited by children and young people with a mental health issue and high and complex needs;
- Review placement opportunities and skill development of children and young people in family, kin and foster and residential placements;
- Coordinate preventative strategies to mitigate placement breakdown
- Provide input and support around significant life transitions for children and young people including futures planning
- Liaison with appropriate internal and external stakeholders relative to the needs of the individual child and young person;
- Have a working knowledge of service pathways, networks and initiatives;
- Facilitation of referrals to external specialist services where required and appropriate;
- Encourage innovative multidisciplinary responses to the individual needs of the children and young people;
- Drive therapeutic practice within and across the services.

Residential Care

- Responsible for facilitating Care Team Meetings and coordinating the formulation and progression of the therapeutic aspects of Case Plans;
- Ensure that data is collected and distributed to Care Team Meetings to inform Case Plans;
- Participate in learning and development activities of the Intermediary Organisation (IO) including professional development;
- Drive therapeutic practice within and across the services by ensuring application of the Ten Essential Elements of Therapeutic Care;

- Mentor and support the Care Team and facilitate reflective practice;
- Collaborate with the Central Access Unit (CAU) to determine client mix;
- Collaborate with the Central Access Unit (CAU) by providing information and data to support the progression of children and young people through the ITC system and to identify outcomes. This will also influence the ongoing development of therapeutic services and the Permanency Support Program as a whole;
- Provide therapeutic interventions for the individual which are congruent with guiding philosophy of care;
- Contribution to the review of the composition of care teams where appropriate;

Foster Care

- Provide clinical knowledge and expertise in therapeutic care to carers and case managers to support children and young people in a range of Permanency Planning and case management including referral, case planning and review, child protection matters, transition and future planning.
- Conduct attachment assessments for children and young people and birth parents
- Conduct protective assessments and review of birth parent capacity for restoration
- Provide assessment and In-house support to children and young people in foster placements
- Provide expert on complex cases and forums including Family Group Conferences
- Participate in learning and development activities for carers and staff
- Mentor and support staff Foster Care teams and facilitate reflective practice

2. In conjunction with a range of specialists from different disciplines, coordinate and maintain an active clinical case load, particularly in relation to complex situations, including:

- Undertaking behavioural analysis, functional assessment, and other assessments (including risk assessments and discipline specific assessments relative to experience, qualifications and registration requirements) in consultation with line management;
- Writing, implementing, monitoring and reviewing of individual intervention strategies and Positive Behaviour Support and other plans;
- Capacity to provide therapeutic services for individuals who present with a range of complex issues and presentations as required with appropriate levels of supervision from an expertise Clinician.

3. Provide mentoring, support and training to staff:

- Communicate effectively with staff teams;
- Participate in team meetings and other forums by providing support, information and training to staff relative to identified issues;
- Provide Head of Clinical Services/Senior Therapeutic Practitioner appropriate reporting as per requirements;

4. Ensure that a quality service is provided to the Child/Young Person:

- Demonstrate a sound understanding of the relevant legislation, policies and procedures and standards impacting on the delivery of services to the child/young person across a range of contexts;
- Demonstrate a commitment to meeting the needs of the child/young person and upholding their rights regardless of personal values and attitudes.

5. Co-ordinate day-to-day clinical activities of the service:

- Provide a high level of planning and prioritising, in often demanding environments, to ensure intervention and deadlines are met;
- Ensure that all tasks related to positive clinical outcomes are carried out, specific to individual need;
- Respond to all daily documentation related to clinical services;
- Ensure that all clinical/skills building related activities are diarised and appointments are kept;
- Assist support staff to access external clinical support services where required.

6. Work collaboratively with all key stakeholders and direct support staff to: -

- Provide expert advice in relation to service specific planning and implementation;
- Facilitate the active engagement of family and natural networks for the child/young person;
- Instruct, coach and mentor direct support staff on the implementation of Positive Behaviour Support plans and therapeutic frameworks required as they relate to the provision of reparative care environments;
- Collect data to inform, monitor, and review the Positive Behaviour Support plans;
- Develop and promote a culture and philosophy of excellence in service provision in the areas of Positive Behaviour Support, Trauma Informed Care, Recovery and Relapse frameworks, and forensic disability for vulnerable persons;
- Coordinate local communications in relation to relevant legislation, policies and practices.

7. Ensure that the rights, needs and interests of the child/young person are addressed effectively

- Understand the needs and experiences of the child/young person;
- Work effectively with the child/young person to meet their functional abilities and complex needs;
- Ensure that the dignity, privacy and confidentiality of the child/young person are upheld always and that all the child/young person information is stored in a secured location that complies with Policies and Procedures;
- Respect the right of the child/young person to make informed choices;
- Understand the current trends, issues and evidence-based principles that underpin the provision of services to vulnerable persons (i.e. those who live with disabilities and/or mental illness, children and young people in Out of Home Care, offenders with dual diagnosis)

8. Maintain a proactive health, safety and wellness culture

- Take reasonable care for personal health and safety and to not endanger own or others' safety and health through their actions or failure to act.
- Immediately report any work-related injuries which have led to, or might lead to, an injury or illness.
- Immediately report all safety hazards identified within the workplace.
- Ensure they use any equipment in accordance with the training and instruction that they have received.
- Conduct self and work in line with all Lifestyle Solutions WHS policies and procedures as notified to them.
- Display an understanding of and commitment to all policies and procedures of the organisation.
- Follow all reasonable directions given to you by your supervisor or manager.

SELECTION CRITERIA:

Mandatory Knowledge and Skills:

1. A Tertiary Degree from a recognised University in Psychology, Social Work, Occupational Therapy, Mental Health Nursing or related disciplines such as social, health, behavioural sciences is required;
2. Current full, and maintenance of, relevant registration with an appropriate and relevant Registration Body is required;
3. A minimum of five years' experience in a therapeutic care setting or working in a clinical environment with Children and Young People in OOHC;
4. Demonstrated knowledge, understanding and experience and the Child Protection and or Out of Home Care Service System,
5. Demonstrated knowledge and understanding of relevant legislation and operational issues across the Child and Family Services and
6. National Police Check and Working with Children's Check WWCC.

Essential and Desirable Knowledge and Skills:

1. Knowledge of the issues, trends and evidence-based principles underpinning the provision of services to vulnerable children or young people (i.e. those who have experienced trauma, live with disabilities and/or mental illness) and who have complex and/or challenging behaviours;
2. Knowledge and experience in the provision of assessment, consultation and therapeutic interventions for a broad range of vulnerable children or young people;
3. Sound knowledge of evidence based best practice ideologies and frameworks, and the ability to assist and train others to understand the implications of these;
4. Demonstrated knowledge in the development and implementation of behavioural intervention strategies, risk management strategies and skills development plans.
5. Excellent communication and interpersonal skills for consulting and collaborating both within and external to the agency including health professionals, other agencies and departments;
6. Proven ability to work collaboratively as a member of a clinical team;
7. Demonstrated sound level of time management and planning skills;
8. Demonstrated knowledge of Occupational Health and Safety requirements;
9. Current unrestricted Driver's Licence.

Acknowledgement of Receipt of Position Description:

I, have read and understand the responsibilities of my employment as
Therapeutic Specialist as outlined in this position description and accept these conditions.

Signed: _____

Date: _____

Return this page with your signed employment contract to:

Lifestyle Solutions Recruitment Team

People Support Team

Lifestyle Solutions

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