

Position Description

Title:	Senior Counsellor
Position Number:	10208
Agreement Coverage:	RASA Enterprise Agreement 2019
Classification Level:	Grade 5
Team:	Family Law Counselling
Reports To:	Regional Manager West
Primary Location:	Port Adelaide

Primary Objective

The Senior Counsellor provides individual, couple and family counselling to assist people resolve difficulties and build stronger relationships. Family Law Counselling involves working with all family members including children, and is primarily accountable to the safety and best interests of children. The Senior Counsellor applies advanced skills in responding to a wide range of complex relationship and social issues which include parenting difficulties, relationship breakdown, family and domestic violence, mental health, substance misuse, problem gambling, childhood trauma and abuse. Family Law Counselling has a focus on post-separation but is not limited to working in this area.

Position Responsibilities

- Ensure the provision of high quality, responsive counselling and groupwork (therapeutic and psycho-educational) interventions which respond to the needs of a diverse range of individuals, groups and communities at an advanced level reflecting competence in complex case matters.
- Undertake comprehensive holistic screening and risk assessment of complex relationship and social issues utilising the Detection of Overall Risk Screen (DOORS) tool.
- Ensure client safety through the use of screening tools and appropriate reporting and referrals.
- Work collaboratively with other services and make referrals appropriate to the needs of clients.
- Assist clients affected by family violence (including children who experience or witness family violence) and engage individuals who use violent behaviours in their relationships to change.
- Be responsible for various activities and tasks that ensure effective intervention such as case formulation, planning and review; case management/conferences; record keeping/note taking, education and community information.
- Maintain and share a comprehensive knowledge of local service and referral options for clients.
- Ensure sound clinical interventions based on current therapeutic practices and proactive engagement in supervision to clearly articulate the relationship between theory and practice.
- Collaborate with others in the development of culturally relevant services at RASA and bring considerations of culture to counselling practice.
- Provide advanced clinical skills and supervision to staff and students on placement and assist Counsellors providing practice supervision to students and support to peers.
- Participate within Information Sharing Guidelines (ISG) and Family Safety Framework (FSF) where relevant and abide by the principles associated with confidentiality.
- Provide education to other professionals as required.

- Assist with curricular development and project management.

Qualifications and Experience

Essential

- Tertiary qualification (AQF level 8) in social work, psychology, counselling or related discipline.
- Extensive experience working with individuals, couples and families in a therapeutic context.
- Demonstrated experience in providing counselling to those effected by Family and Domestic Violence including children and those using violence in relationships.

Desirable

- A post graduate (AQF level 9) qualification in social work, psychology or counselling.
- Experience working with in the community services industry.

Skills, Knowledge and Abilities

- Ability to understand and explain RASA policies to staff and clients in an appropriate manner.
- Ability to monitor, evaluate and develop own clinical work and provide advanced skills and mentoring to staff in their clinical practice.
- Demonstrated understanding of the psychological, social, gendered and political nature of Family and Domestic Violence; family violence behaviour change and a proven ability to work within a framework that prioritizes safety.
- Demonstrated ability to work with families and children dealing with Domestic and Family Violence and its effects, including a willingness to engage with perpetrators and facilitate therapeutic behaviour change groups.
- Commitment to culturally competent practice and ability to work and communicate effectively with a wide range of people from different cultural backgrounds and to respond sensitively and appropriately to people in a variety of situations.
- Demonstrated capacity to work effectively within the complexity of family dynamics and promote improved safety, self-determination and positive change for individuals and families.
- Operate with initiative and motivation and work under minimal direction to set goals and to work to deadlines.
- Demonstrate a high level of oral and written skills including to clearly articulate the relationship between theory and practice in clinical work.
- Demonstrate a high level of interpersonal skills, including sensitivity, diplomacy and the ability to negotiate effectively.
- Extensive knowledge of current evidence based therapeutic practices such as family therapy, narrative therapy, strength based therapies, behavioural therapies (eg DBT or CBT) and trauma informed practice consistent with RASAs practice approach.
- Ability to contribute to practices to improve and enhance organisational functioning.

Requirements

- Current valid driver's licence
- A satisfactory DCSI check for working with children
- A satisfactory National Criminal History Check
- Flexibility to work evening shift, extra hours/days to cover leave and other contingencies
- Ability to adapt and perform duties as required by changing program needs.

Work Health and Safety

- Demonstrate safe work practices for personal health and safety and the health and safety of others in line with Work, Health and Safety requirements.
- Comply with any reasonable instruction that is given by RASA and co-operate with any reasonable policy or procedure of RASA relating to health or safety in the workplace.

Direct reports

N/A

Values and Behaviours

The values and behaviours expected of RASA staff are outlined in the RASA Values, Ethics and Principles statement and the RASA Shared Behaviours statement. The duties outlined in this position description are to be read in conjunction with these statements along with the values outlined below.

Diversity	<p>We believe that human diversity contributes to a rich and vibrant society.</p> <p>We recognise the importance of culture in the lives of individuals and value cultural diversity.</p> <p>We believe in each person's expression of their spirituality and the importance of all religions.</p> <p>We respect the diversity of relationships between and in individuals, families and communities.</p>
Respect	<p>We believe in the unique and innate worth of all individuals.</p> <p>We value the right of all people to live in safety and be treated with respect.</p> <p>We support an equitable, just and non-discriminatory society.</p> <p>We believe in the importance of living in harmony with our environment.</p>
Belonging	<p>We recognise the importance of a sense of connection and belonging in people's lives.</p> <p>We value the importance of caring and loving relationships for couples, families, kin and friends.</p> <p>We believe in the importance of positive and supportive relationships with the local community, between communities and in workplaces.</p>
Learning	<p>We believe that people should have the opportunity to learn and change throughout their lives.</p> <p>We value people's right to make choices and learn from their experiences.</p> <p>We believe in the importance of working and living together and learning from each other.</p>

Acknowledgement

I have read, understood and accept the position as documented in this position description.

Employee Name:

Signature:

Date:
