

## POSITION DESCRIPTION

**Position Title:** Clinician Turning Corners  
**Location:** SEQ  
**Employer:** Bravehearts  
**Terms:** Social, Community, Home Care and Disability Services  
Industry Award 2010 Level: 5  
**Reports to:** Director of Operations via Turning Corners Coordinator



### **Our Vision**

To make Australia the safest place in the world to raise a child.

### **Mission Statement**

Our Mission is to prevent child sexual assault in our society.

### **Guiding Principles**

Our Guiding Principles are to, at all times, do all things to serve our Mission without fear or favour or compromise and to continually ensure that the best interests human rights and protection of the child are placed before all other considerations.

### **Guiding Values**

Our guiding values are to at all times do all things to serve our Mission with uncompromising integrity, respect, energy and empathy, ensuring fairness, justice and hope for all children and those who protect them.

### **PURPOSE OF POSITION:**

To provide evidence based clinical treatment to young people aged 12 – 17 and non-offending adult their family members. Clients will be provided with face-to-face counselling, case planning, group work, individual and family therapy sessions as deemed appropriate. The Turning Corners Clinician will apply approved assessments, develop case plan formulations and apply best practice treatments for young people and their families who have experienced, or may be at risk of experiencing harmful sexual behaviour. The Turning Corners Clinician will always work within an established framework based on the knowledge of evidence based best practice principles within this specialisation of trauma. Other duties of the role include conducting home risk assessments, case consultation to other agencies, undertaking psychological assessments and reports for the purpose of Child Safety and Youth Justice case conferences, maintaining case notes, delivering training (which may include some travel) and undertaking regular supervision.

### **Term of Appointment:**

The term of appointment is Fixed term 5 days per week for 12 months.

### **Remuneration range**

SCHCDS Award Level 5

### **PRIMARY DUTIES AND RESPONSIBILITIES:**

#### **Reporting Relationships**

All clinicians report directly to the Director of Operations, with a reporting relationship through the Turning Corners Coordinator.

#### **Key areas of responsibility**

It is Bravehearts policy that clinicians have a balanced workload. Although we believe the work we do therapeutically is both personally rewarding and satisfying, we also acknowledge that this type of work has the potential to be personally draining without diversity in the work role. Bravehearts encourages diversity within work roles and for this reason clinicians often work in varied work roles, such as, counselling and group work or counselling and training.

### *Key Areas of Responsibility;*

- Provide professional face-to face counselling to young people, adults and their families around the issues, symptoms and ongoing concerns in relation to harmful sexual behaviour and the effect on themselves, the survivor and their non-offending adult family members;
- Provide support and education to clients and their adult non-offending family members on an as needs basis;
- Conduct assessments with clients at the beginning and completion of therapy to ensure that the work that is completed is effective and measurable;
- Maintain accurate and timely recordings of all sessions and case discussions through case notes;
- Compile concise and professional reports when required to report to external bodies, such as the Department of Child Safety, Youth Justice (or restorative justice), Police, and Family Law Court;
- Attend regular supervision and counsellor meetings;
- Commitment to continually update and maintain relevant research into the medical, social, psychological, behavioural insight and developments into evidence-based therapeutic treatment of individuals;
- Work as a team member to expand and continuously improve concept and service delivery;
- Attendance at conferences/meetings/Bravehearts functions with approval from the Director of Operations;
- Ensure effective communication with clients and work colleagues;
- Meet the annual continued professional development requirements of the relevant professional body to maintain registration and meet Key Performance Indicators;
- Assist the Counselling department with other duties, as required, to maintain a healthy and harmonious working environment;
- Participate in regular self-care
- Participate in bi annual Planning and Support Meetings;
- Work as part of a team to attain Bravehearts mission.

### *Key Performance Indicators;*

- Clinicians are required to maintain a minimum caseload of counselling and intake sessions each week; or treatments and the accuracy and completeness of diagnosis, modifying plans and treatment plans as necessary;
- Plan, research and develop supported program and intervention within the current treatment and approaches therapy;
- Referring clients to other services as deemed necessary, to support their presenting or developing needs;
- Clinicians are required to maintain a 75% attendance rate;
- Clinicians are required to keep an up to date case plan for each client;
- Clinicians are to undertake standardised questionnaires with their clients and enter into the Service Record System in a timely fashion;
- Evaluate the effectiveness of counseling interventions and participate in internal and external research evaluations as directed by Bravehearts;
- Clinician case notes and payments are to be completed by close of business on the day of the client's session;
- All staff are required to maintain their Outlook Diary to reflect their client appointments;
- All staff are required to keep client profiles on the Service Record System up to date.

### **PERSONAL SPECIFICATIONS:**

#### **Qualifications/Experience:**

- A tertiary qualification in psychology, social work, counselling or a related field is essential.
- A minimum of 2 years experience in counselling and case management.
- Experience in providing trauma counselling and some experience in working with young people who have or are at risk of engaging in harmful sexual behaviour is preferred.
- Experience and understanding of issues relating to service delivery with an agency that is committed to socially and culturally inclusive practices preferable.

- Registration (or eligibility) and/or membership with governing body of profession (Psychologists Registration Board of Queensland, AASW, Australian Counselling Association, Queensland Counselling Association) is essential.

**Personal Qualities:**

- The appointee needs to possess personal qualities of integrity, sound judgement, empathy, and respect for individuals.
- High levels of verbal and written communication, as well as well-defined negotiation and mediation skills are essential.
- The capacity to work enthusiastically within the parameters of the Bravehearts mission and philosophy and to its vision for an optimum contribution to the lives of children and young people who have experienced sexual assault, their non-offending adult family members and primary caregivers.
- Principles of social justice will underpin the appointee's practice.
- Must have or be willing to apply for a CCYP Working with Children Check (Blue Card) and to undergo a Federal Police Check.

**Skills and Abilities:**

- Proficient level of counselling skills, including individual, family and group therapy.
- A sound understanding of the effects of harmful sexual behaviour on the individual, family, interpersonal, and societal level.
- Excellent written and verbal communication.
- An understanding of child protection legislation relevant to service delivery.
- Ability to work well within a team environment.
- Exceptional organisational skills.
- Intermediate use of Microsoft office suite and keyboard skills.

I, \_\_\_\_\_ acknowledge that I have no past or pending convictions or allegations in relation to harming a child or acting inappropriately toward them nor have I ever deliberately harmed a child or acted inappropriately toward them. I have read, agree and understand my position description. I declare that there is no medical or other condition which would stop me from undertaking the duties listed.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_