

Position Description

Position Title:	Clinician
Level:	Social, Community, Home Care and Disability Services Industry Award 2010 Level: 5
Location:	Mackay (Isaac and Whitsunday Regions Included)
Employer:	Bravehearts
Reports to:	Practice Manager – The Courage Project

Our Vision

A world where people, communities and systems all work together to protect children from sexual abuse.

Our Mission

To provide a coordinated and holistic approach to the prevention and treatment of child sexual abuse.

Our Values

Integrity: We act with integrity, demonstrate accountability, honesty, and at all times, behave ethically.

Respect: We behave and communicate with inclusivity, mindfulness, and professionalism whilst continually embracing diversity.

Energy: We unreservedly apply ourselves using all efforts, power and abilities towards protecting children from child sexual abuse.

Empathy: We acknowledge the bravery of survivors and those that support them. Without fear or favour, we seek to ensure that children have a childhood free from sexual harm.

Bravery: We seek to genuinely understand other people's experiences, culture and perspectives. In turn, we support individuals and communities in a manner that is meaningful to them.

The Courage Project provides a trauma informed mental health service for children under 14 years old who have and/or are experiencing physical and/or sexual abuse/assault and at risk of self-harm in the Mackay, Whitsunday and Isaac area.

Position Purpose

To provide trauma-informed mental health services for children under 14 years old who have experienced physical and/or sexual abuse and/or assault; and are at risk of self-harm; in the Mackay, Whitsunday and Isaac area. Clinicians are responsible for ensuring the delivery of their counselling and practice is consistently of the highest standard. Other duties of the role include administration associated with face-to-face counselling, telephone and/or online counselling, undertaking psychological and other assessments, maintaining case notes, delivering training and participating in regular supervision.

Primary Duties & Responsibilities

Key Responsibilities:

- Provide professional counselling to children and young people within the framework of and with support to their non-offending family members.
- Conduct assessments with clients throughout the therapeutic process including at the beginning and completion of therapy.
- Travel as required to deliver services to the Isaac and Whitsunday regions.
- Maintain accurate and timely records of sessions through the client database (RediCASE)
- Compile concise and professional reports when required internally as well as to external bodies, such as the NQPHN, Department of Child Safety Youth & Women, Police, and Family Law Court.
- Attend regular supervision meetings.
- Work as part of a team to expand and continuously improve concept and service delivery.
- Provide input into training materials and resources as well as participate in training delivery where appropriate.

- Attendance at conferences/meetings/Bravehearts and MWS functions with approval from the Director of Therapeutic and Support Services.
- Meet the annual continued professional development requirements of the relevant professional body to maintain registration.
- Meet Key Performance Indicators.
- Assist The Courage Project team with other duties, as required, to maintain a healthy and harmonious working environment.
- Participate in professional self-care activities
- Work outside core hours on occasions to ensure delivery of client programs, in consultation with the Practice Manager

Daily Expectations:

- Complete case notes by close of business on the day of the client's session.
- All staff are required to maintain their Outlook calendar to reflect their client appointments.
- Undertake standardised assessments with clients and enter in RediCASE in a timely fashion.
- Undertake travel to deliver outreach support services.

Key Performance Indicators:

- Maintain a minimum caseload as negotiated with the Practice Manager, this is 20 clients per week for a full-time role. Some client engagements/sessions will extend to fortnightly or monthly attendance.
- Ensure maximum client attendance with a target minimum of 75% attendance rate of counselling sessions.
- Deliver counselling sessions and supports in line with contractual KPIs.

Personal Specifications

Qualifications/Experience:

- A tertiary qualification in counselling, psychology, social work, or a related field is essential.
- Eligibility for a Medicare Provider Number.
- Registration and/or membership with governing body of profession (Psychologists Registration Board of Queensland, Australian Counselling Association, the Australian Association of Social Work, or Queensland Counselling Association) is essential.
- A minimum of 2 years' experience in providing counselling preferably in the field of trauma.
- Experience and understanding of issues relating to service delivery with an agency that is committed to socially and culturally inclusive practices.
- Current Working with Children Blue Card or AHPRA registration.
- National Police Certificate.

Personal Qualities:

- The appointee needs to possess personal qualities of integrity, sound judgement, empathy, and respect for individuals.
- 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 been affected by Child Sexual Assault, and primary caregivers.
- Principles of social justice will underpin the appointee's practice.

Skills and Abilities:

- A sound understanding of the effects of trauma on the individual, family, interpersonal, and societal level.
- High levels of verbal and written communication, as well as well-defined negotiation and mediation skills.
- Understanding of working within a mandatory reporting practice.
- Proven ability working with children and families within a clinical setting.
- Strong communication skills.
- Ability to plan and manage time effectively.
- Intermediate use of Microsoft office suite 365 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 will immediately inform my manager of any charges of child sexual assault or interpersonal violence.

I have read, agree, and understand my position description. I understand that any inappropriate behaviour towards children on my part may lead to me being stood down from my position, and any prosecution of child sexual assault, or violence towards person, whether at work or not, may lead to immediate termination of employment. I declare that there is no medical or other condition which would stop me from undertaking the duties listed.

Signed: _____

Date: _____