

Position Description

Position Title:	Clinician Turning Corners
Level:	Social, Community, Home Care and Disability Services Industry Award 2010 Level: 5
Location:	Southeast Queensland
Employer:	Bravehearts
Reports to:	Turning Corners & Intake Manager

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.

Position Purpose

To provide evidence based clinical treatment to young people aged 12 – 17, non-offending adult family members, and young people who have been harmed through harmful sexual behaviour. 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.

Primary Duties & Responsibilities

The role will have responsibility in the following areas:

- 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 counselling to young people who have been harmed through harmful sexual behaviour;
- 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;
- Deliver training to internal and external stakeholders where required;
- Attend regular supervision and counsellor meetings as appropriate;

- 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 Therapeutic and Support Services;
- 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;
- Participate in regular self-care;
- Participate in biannual Planning and Support Meetings; and
- 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 counselling 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 (including endorsed Clinical Psychologist) social work, counselling or related field is essential.
- A minimum of 2 years' experience in counselling and case management.
- Experience in providing trauma counselling to young people who have been harmed through harmful sexual behaviour, 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 National Criminal 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 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: _____