

Position Description

Position Title:	Practice Supervisor
Level:	Social, Community, Home Care and Disability Services Industry Award 2010 Level: 7
Location:	Southeast Queensland
Employer:	Bravehearts
Reports to:	Director of Therapeutic & Support Services

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

The Practice Supervisor provides clinical supervision, debriefing, self-care and professional development for Bravehearts therapeutic services teams inclusive of Therapeutic & Support Services (counselling for children and non-offending family members), Beyond Brave (support clients through the process of redress), The Courage Project (counselling and support for children and their non-offending family members in the Mackay and Isaac region), and Turning Corners (specialist counselling working with young people who have engaged in, or are at risk of engaging in, harmful sexual behaviours).

Primary Duties & Responsibilities

The role will have responsibility in the following areas:

- Provide regular, supervision to all therapeutic services staff including students, and Intake staff to ensure quality practice among the team.
- Coordinate monthly counsellor day meetings and associated professional development.
- Assist in the development of new therapeutic and educational modalities, to better meet client needs and agency goals.
- Assist in the development and the delivery of Bravehearts' Therapeutic Master Classes and other associated training materials for inhouse and external delivery.
- Development of the Bravehearts Clinical Framework for counselling and supervision.
- Contribute to the development, implementation, and review of programs and agency policies and procedures, and work with the Director of Therapeutic and Support Services to make sure that the program is compliant against the Human Services Quality Framework Standards.
- Work closely with the Bravehearts Research team in the delivery of internal and external research projects.
- When required provide reports including feedback from statistical reports, funding bodies, and other relevant stakeholders.
- Represent Bravehearts at conferences/meetings/functions as requested by Director of Therapeutic and Support Services.

- Undertake professional development and supervision.

Team Support:

- Ensure that clinicians and case managers are applying best practice approaches with their clients to achieve the best outcomes for their clients.
- Ensure clinicians and case managers are up to date with all case plans for each client.
- Ensure clinicians undertake standardised assessments and applying the outcome measures to their clinical interventions and safety plans.
- Support staff in their professional development.
- Work with the Program Managers to provide oversight of the team's health and wellbeing.

Key Performance Indicators

- Work closely with each program manager to ensure that the teams are meeting the key performance indicators in line with Bravehearts Strategic Plan and contractual obligations.
- Provide feedback from statistical reports, funding bodies and other relevant stakeholders as required.
- Achievement of goals set in annual performance work plan.

Personal Specifications

Qualifications/Experience:

- A tertiary qualification in Psychology or Social Work and registration with a governing body of profession (or eligibility to apply) is essential.
- Qualified or working towards formal qualification as a Clinical Practice Supervisor.
- Minimum 5 years' experience in supporting and counselling clients in a clinical setting who have been impacted by, or at risk of being impacted by child sexual abuse.
- Experience in providing trauma counselling to clients 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.
- The ability to develop and maintain strong partnerships with a range of services as relevant to the service location.
- Exceptional organisational and time management skills.
- Ability and willingness to abide by the Bravehearts Code of Conduct.
- Principles of social justice will underpin the appointee's practice.
- Understanding of working within a mandatory reporting practice.
- Must have or be willing to apply for a Working with Children Check (Blue Card), NDIS Worker Screening and National Police Certificate.
- Candidates must possess a driver's license.

Personal Qualities:

- Respect for privacy and confidentiality.
- 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.

Skills and Abilities:

- Proficient level of counselling skills, including individual, family and group therapy.
- A sound understanding of the effects of trauma and harmful sexual behaviour on the individual, family, interpersonal, and societal level.
- Proven ability working with children and families within a clinical setting.
- Strong communication skills.
- Ability to work well within a team environment.
- 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 abuse 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 abuses, 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: _____