

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

The Turning Corners Clinician is responsible for delivering evidence-based, trauma-informed therapeutic interventions to young people and adults (up to 25 years for individuals with an intellectual impairment, and adults referred through Restorative Justice who were children at the time of engaging in harmful sexual behaviour), as well as to persons harmed by such behaviour and their families or support networks.

Working across both the Turning Corners Community Program and the Turning Corners Restorative Justice Program, the clinician provides developmentally, culturally, and contextually appropriate services that promote safety, accountability, healing, and wellbeing for all parties impacted by harmful sexual behaviour.

The role includes delivering individual, family, and group therapy; conducting clinical assessments and therapeutic case planning; preparing and supporting participants for restorative justice processes; and collaborating with internal and external stakeholders to ensure integrated, holistic, and safe responses for young people, adults, and families.

Primary Duties & Responsibilities

The role will have responsibility in the following areas:

- Provide trauma-informed counselling, intervention, and case management to:
 - Young people who have engaged in harmful sexual behaviour;
 - Young people who have been harmed by sexual abuse or harmful sexual behaviour;
 - Non-offending parents and carers.
- Provide support and education to clients and their adult non-offending family members and/or care team 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;
- Work collaboratively with Youth Justice, Department of Child Safety, Education, and other stakeholders to ensure safety and integrated responses.
- 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.
- Promote Bravehearts' Child Safe and Cultural Safety commitments in all aspects of practice.
- Support cross-program flexibility, working across both Community and Restorative Justice streams as required, including face-to-face, telehealth, and outreach modalities.

Key Performance Indicators

- Clinicians are required to maintain a minimum caseload of counselling and intake sessions each week (equivalent to approximately 15 active clients for a full-time clinician, pro-rata for part-time roles); 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.
- Facilitate and/or participate in restorative justice conferences, ensuring preparation, safety planning, and debriefing for all participants by advocating for the rights and wellbeing of the young person who has engaged in harmful sexual behaviour, while upholding the voice and experience of the child harmed as central to the restorative justice process.
- Uphold Bravehearts' Safeguarding Code of Conduct, Child Safety and Wellbeing Policy, and Cultural Safety Commitment in all aspects of work.
- Identify, report, and respond to child safety and wellbeing concerns in line with mandatory reporting and organisational procedures.
- Contribute to a positive, culturally safe, and collaborative team environment that reflects Bravehearts' mission, values, and vision.

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 including individual, family and group therapy.
- 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 must demonstrate integrity, empathy, and a deep understanding & respect for other people's experience, culture and perspectives
- Exceptional verbal and written communication skills are essential, along with strong negotiation and mediation abilities.
- 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 abuse, 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 Working with Children Check (Blue Card) and to undergo a National Criminal Check.
- Demonstrated ability to work effectively within a team environment, fostering collaboration, supporting colleagues, and contributing to a positive and productive workplace culture.
- Adaptable, open to feedback, and capable of building strong working relationships to achieve shared goals.

Skills and Abilities:

- A sound understanding of the effects of harmful sexual behaviour on the individual, family, interpersonal, and societal level.
- An understanding of child protection legislation relevant to service delivery.
- Exceptional organisational skills.
- Intermediate use of Microsoft office suite and keyboard skills.

Acknowledgement

I, _____ (full name), acknowledge that I have read and understood the responsibilities and expectations outlined in this position description.

- I understand that Bravehearts is a child safe organisation with zero tolerance for any form of abuse or inappropriate behaviour toward anyone, especially children or young people.
- I affirm that I have never engaged in, nor been the subject of substantiated allegations of, child harm or abuse, including sexual abuse or other inappropriate conduct toward children.
- I understand that any such behaviour, whether past or present, is incompatible with employment at Bravehearts and will result in immediate disciplinary action, mandatory reporting, and possible dismissal.
- I agree to immediately inform my manager of any charges, investigations, or changes to my circumstances that could affect my suitability to work with children.
- I also declare that there is no medical or other condition which would prevent me from undertaking the duties listed.

Signed: _____

Date: _____

Child Safe Organisation

Bravehearts is a child safe organisation and is committed to the safety, wellbeing, and empowerment of all children and young people. We expect all team members to uphold our zero tolerance to child harm and to actively contribute to a child safe culture by adhering to organisational policies, practices, and relevant legislation.

Employment with Bravehearts is subject to ongoing child safety screening, including holding or obtaining a Working with Children Check (Blue Card) and a National Police Certificate.