

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 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.
- Bravery:** 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.

Our Commitment as a Child Safe Organisation

Bravehearts is unwavering in its commitment to the safety and wellbeing of all children and young people accessing our services. We act without hesitation to ensure the legal rights of all children and vulnerable persons are maintained. Bravehearts is dedicated to fostering a culture where every child is valued, respected, and safe from harm.

Bravehearts Statement of Commitment embodies this through application of our pledge to:

Prioritise the Child	The best interests of children are at the forefront of every decision and action we take.
Cultivate a Safe Culture	We are dedicated to creating and maintaining a child-safe environment characterised by transparency, accountability, and a shared responsibility for protecting children from sexual abuse and exploitation, and abuse and neglect more broadly.
Empower Voices	We actively listen to and amplify the voices of children and young people, ensuring their perspectives shape our policies, programs, and practices.
Act with Vigilance	All Bravehearts personal (National Board, staff, students and volunteers) are mandatory reporters, committed to promptly reporting any concerns about a child's safety to the appropriate authorities, irrespective of age, type of harm or location.
Collaborate for Impact	We operate in a spirit of cooperation and consultation with other relevant agencies in matters concerning child protection. We work in close partnership with families, communities, and other agencies to create a network of support that protects and promotes the wellbeing of children.

Position Purpose

This role involves supporting community-referred children and young people across the full continuum of intervention, including those referred for a fee for service option through the Restorative Justice Program. Clinicians are responsible for delivering end-to-end intervention, including intake, assessment, therapeutic treatment, advocacy, and ongoing case management, and are accountable for driving coordinated, safe, and effective outcomes.

Working within the Turning Corners Community 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 psychoeducation; conducting clinical assessments and therapeutic case planning; preparing reports; preparing and facilitating readiness for restorative justice processes; and actively coordinating with internal and external stakeholders to ensure integrated, timely, and safety-focused 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 active 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.
- Deliver end-to-end intervention, including intake, assessment, therapeutic treatment, advocacy, and coordinated case management, and take ownership for progressing each case toward safe and effective outcomes.
- Conduct comprehensive clinical assessments at intake and review progress throughout intervention, using outcome measures to inform, adapt, and evaluate treatment.
- Maintain accurate, timely, and defensible case documentation, with all case notes and records completed to organisational standards within required timeframes.
- Actively coordinate and engage with external stakeholders (including Youth Justice, Department of Child Safety, Education, and other services), providing clear communication, professional challenge where required, and escalation where safety concerns are identified.
- Prepare and deliver clear, concise, and professional reports for external bodies, including the Department of Child Safety, the NDIS, Youth Justice, Police, and Family Law Court.
- Prepare clients and families for restorative justice processes, including assessing readiness, supporting participation, and maintaining a focus on safety, accountability, and the voice of the person harmed.
- Deliver education, guidance, and support to clients, families, and care teams to strengthen understanding of harmful sexual behaviour, safety planning, and behaviour change.
- Participate in regular supervision and reflective practice, and apply learning to maintain safe, ethical, and effective clinical decision-making.
- Maintain up-to-date knowledge of evidence-based practice, including developments in the assessment and treatment of harmful sexual behaviour.
- Contribute to continuous improvement of service delivery, including participation in team discussions, service development, and organisational initiatives.
- Maintain effective communication and professional working relationships with clients, colleagues, and stakeholders.
- Meet all professional registration requirements, organisational KPIs, and documentation standards.
- Promote and uphold Bravehearts' Child Safe and Cultural Safety commitments in all aspects of practice.
- Identify, assess, and respond to child safety concerns in line with mandatory reporting obligations and organisational procedures, including timely consultation and escalation.

Key Performance Indicators

Clinicians are required to meet the following performance standards:

- Maintain an active caseload aligned to FTE allocation (approximately 15-20 active clients for a full-time clinician, pro-rata for part-time roles) and meet weekly KPI targets for service delivery.
- Achieve a minimum 75% attendance rate, demonstrating active engagement strategies where attendance falls below target.
- Maintain up-to-date and accurate case plans for all clients, with regular reviews and adjustment based on risk, progress, assessment measures and outcomes.
- Complete all case notes, documentation, and service records by close of business on the day of service delivery, ensuring records are accurate, complete, and defensible.
- Ensure all client data, outcome measures, and standardised assessments are completed and entered into the Service Record System within required timeframes.
- Maintain accurate and current Outlook diary management, reflecting all client appointments, stakeholder engagements, and work commitments.
- Demonstrate timely progression of cases, including appropriate assessment, intervention, referral, and closure, with no undue delays in service delivery.
- Participate in and contribute to internal and external evaluation processes, including outcome measurement and research activities as required.
- Effectively prepare for and participate in restorative justice processes, including completion of readiness work, safety planning, and post-conference follow-up within expected timeframes.
- Identify, assess, and respond to child safety concerns in line with mandatory reporting obligations, including timely consultation and reporting in accordance with organisational and legislative requirements.
- Consistently meet professional standards aligned with organisational policies, including safeguarding, documentation, and cultural safety requirements.

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, _____ 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 and or People and Culture of any new criminal allegations or charges made against me including but not limited to child sexual abuse or interpersonal violence during the course of my employment that would alter the outcome of the original National Police Check.

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 abuse, or violence towards a 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: _____