

Position Description

Position Title:	Clinician
Level:	Social, Community, Home Care and Disability Services Industry Award 2010 Level: 5
Location:	South-East Queensland
Employer:	Bravehearts
Reports to:	Therapeutic Services 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 our 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.
Strive for Excellence	We are committed to continuous improvement in our child safeguarding practices, regularly reviewing our policies, procedures, and training to ensure they reflect the highest standards.

Position Purpose

To provide counselling to children, young people, adults and their families who have experienced, or may be at risk of, child sexual abuse, while working within an established framework based on the knowledge of best practice principles. Practitioners are responsible for ensuring the delivery of their counselling is consistently of the highest standard. Other duties of the role include administration associated with processing telephone and/or online counselling, undertaking psychological assessments, maintaining case notes, delivering training and undertaking regular supervision.

Primary Duties & Responsibilities

It is Bravehearts policy that Clinicians have a balanced workload in the Therapeutic Services Department, as directed by the Director of Therapeutic and Support Services.

Clinicians provide professional counselling to children, young people, adults and their non-offending families members. Specifically, they will

- Conduct assessments with clients throughout the therapeutic process including at the beginning and completion of therapy.
- Maintain accurate recordings of sessions through case notes which are completed within the required timeframes.
- Compile concise and professional reports when required to external bodies, such as the Department of Child Safety Youth and Women, Police, and Family Law Court.
- Attend regular supervision, clinical supervision and counselling meetings.
- Work as a team to expand and continuously improve concept and service delivery.
- Provide input into training materials and resources as well as participating in training delivery where appropriate.
- Attendance at conferences/meetings/Bravehearts functions with approval from the Director of Therapeutic and Support Services.
- Ensure effective communication to clients and work colleagues.
- Meet the annual continued professional development requirements of the relevant professional body to maintain registration.
- Assist the Counselling department with other duties, as required, to maintain a healthy and harmonious working environment.
- A proactive approach to self-care and wellbeing is essential, including participating in debriefing clinician supervision, regular reflection on one's physical and mental health needs and proactively seeking support where necessary (i.e.: difficult client sessions) to prevent burnout and ensure sustained performance.
- Work as part of a team to attain Bravehearts mission.
- Work outside core hours on occasions to ensure delivery of client programs, in consultation with the Director of Therapeutic and Support Services.

All Bravehearts employees are considered mandatory reporters and are required by law to report suspected child abuse and neglect to the relevant authorities.

Key Performance Indicators:

Clinicians are required to:

- Maintain a minimum caseload and intake sessions:
 - Full-time clinician: 20 client sessions will be booked each week and a minimum of one intake session completed.
 - Part-time clinician: Client sessions are calculated on a pro rata basis depending on the hours a clinician is engaged for each fortnight
- Deliver counselling sessions and client support in line with contractual KPIs.
- Keep up to date case plans for each client
- Undertake standardised assessments with their clients during the initial assessment phase, during counselling and at the conclusion of their engagement with Bravehearts. It is a requirement for all clinicians to enter this information into rediCASE in a timely fashion, and report on improved quality of life measures as per the contractual requirements
- Develop and maintain a clinical case plan that has been jointly developed with the child and their non-offending family members. This includes identifying goals for therapeutic intervention, and reporting progress made against each of these goals.
- 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 ensure it reflects their client appointments record in rediCASE

- All staff are required to keep client profiles and records on the rediCASE updated.
- All staff are required to provide weekly reports on client engagement and service attendance, as well as additional impact measurement data as required by Bravehearts.
- Bravehearts is accredited against the Human Services Quality Framework, and all Therapeutic Services Clinicians are required to participate in associated training and accreditation processes.

Personal Specifications

Qualifications/Experience:

- A tertiary qualification in Counselling, Psychology, Social Work or a related field is essential.
- 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 preferred.
- Experience in providing trauma counselling is preferred.
- A minimum of 2 years' experience in counselling.
- Experience and understanding of issues relating to service delivery with an agency that is committed to socially and culturally inclusive practices preferable.
- Working with Children Check (relevant to the state/territory where the work is conducted) must always be current
- Completion of a satisfactory National Criminal History check prior to commencement of employment.

Personal Qualities:

- The appointee needs to possess personal qualities of integrity, sound judgement, empathy, and respect for individuals.
- You will demonstrate high levels of resilience through the ability to effectively manage challenges, remain adaptable under pressure, and maintain a positive outlook in the face of adversity
- 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 abuse, their non-offending family members and primary caregivers.
- Principles of social justice will underpin the appointee's practice.

Skills and Abilities:

- Proficient level of counselling skills, including individual, family and group therapy.
- A sound understanding of the effects of child sexual abuse 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.

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: _____