

**Schedule A
POSITION DESCRIPTION**

POSITION TITLE:	Therapeutic Specialist
DIRECTORATE:	Therapeutic Services
SECTION:	Out of Home Care Services - Family Preservation, Foster Care and Residential
REPORTING TO:	Senior Therapeutic Specialist
CLASSIFICATION:	Social, Community, Home Care and Disability Services Award
DATE UPDATED:	21/07/2017

PURPOSE OF THE POSITION:

Therapeutic Specialist roles (Mental Health Practitioners, Psychologists, Family Counsellors, Occupational Therapists, Speech Pathologists etc) are key positions across the organisation designed to support the needs of children and young people in our programs through assessment of and direct work with young people and support to and training of staff.

This role works closely with staff to support appropriate therapeutic interventions with children and young people who have experienced significant trauma, to ensure that all decisions are guided by principles of permanency planning and reflect the needs of the child or young person.

Marist180 has a therapeutic framework, that seeks to improve the lives of all the people we serve through individualised, evidence based, trauma informed practices that are tailored to the individual. Our model applies needs assessments, service delivery, as well as community engagement and capacity building, to create environments for safety, change and growth towards independence and sustainable success. We do this through consistent and caring responding to universal and individual needs, client led goal setting and program co-design, and by working with trauma related and developmental bio-psycho-social needs in the context of a strengths based, recovery oriented approach. We recognise the work of A Maslow, B Perry and Blaustein & Kinniburgh as pillars for our trauma informed practices, and apply Attachment Regulation and Competency skills in our practices. Our outcomes framework has baseline metrics, qualitative feedback and employ S Miller’s work on self-directed outcome measurement. Through assessment of needs we can clearly identify goals people wish to achieve, their strengths and match supports to their desired outcomes. By meeting the unique needs shaped by individual trauma and developmental experiences, in a culturally aware and confident manner with evidence based and trauma informed therapeutic services, the journey towards trauma integration and recovery can be

Marist180

36 First Avenue Blacktown NSW 2148
 PO Box 589 Seven Hills NSW 1730
 ABN. 70 066 591 811

Call. 02 9672 9200 Fax. 02 9672 9300
 Email. info@m180.org.au
 Web. marist180.org.au

commenced. In educating the community, and creating community connections to last lifetimes, we build capacity for all people to be supported and true trauma informed practices to take place.

Given the statement above, the Senior Therapeutic Specialist position plays a critical role in:

- Supporting the assessment needs of children and young people and working in partnership with internal services and external agencies to address these needs;
- Working collaboratively with staff to support appropriate interventions that may include Restoration, Fostering, Adoption, Kinship Care, or alternative placements;
- Providing therapeutic trauma informed training, support and consultation to all levels of staff, carers and volunteers in the delivery of programs for children and young people in care;
- Working with the team to remain at the forefront of evidence based practice and research;
- Working with all levels of staff, carers and volunteers to create a supportive therapeutic environments, responsive to the emotional, social and educational needs of young people;
- Providing individual support to young people and working to engage them in processes;
- Supporting transitions such as entry and exit into different programs;
- Obtaining outcomes feedback;
- Implementation of the therapeutic models of care into service practice.

Accountabilities:

This position reports to the Senior Therapeutic Specialist and works in close partnership with all staff within the directorate, other Marist180 staff and external stakeholders.

To ensure that all work practice is compliant with legislative and regulatory requirements and meets Marist180 policy, procedure and reflects the organisational mission and values.

KEY RESPONSIBILITIES:

Assessment and work for and with young people

The position will:

- Support the comprehensive assessment processes and liaise closely with referral and intake staff where necessary to obtain sufficient information to undertake processes such as matching children and young people into the program and into specific care environments;
- Undertake matching assessments in a timely manner in consultation with internal and external stakeholders;
- Assess children and young people's social, emotional, intellectual, cultural, health and educational needs through direct contact and engagement with young people, review of existing reports and in discussion with staff and referring agencies;
- Consult with young people, staff and other relevant stakeholders to develop behaviour support plans that are therapeutic, culturally responsive and strengths based;
- Consult where appropriate with the Senior Therapeutic Specialist on development and preparation of more complex behavioural support needs;
- Ensure that behaviour support plans and support and safety plans are reviewed on a six monthly basis in consultation with the children and young person, and with other relevant individuals;
- Provide individual therapy/ counselling as required for children and young people relating to issues such as trauma integration, emotional regulation, executive functioning and capacity building.
- Facilitate group-work sessions for young people where appropriate.
- Providing therapeutic trauma informed training, support and consultation to all levels of staff, carers and volunteers in the delivery of programs for children and young people in care;
- Working with all levels of staff, carers and volunteers to create a supportive therapeutic environments, responsive to the emotional, social and educational needs of young people.

- Providing individual support to young people and working to engage them in processes such as the development of behaviour support plans;
- Supporting transitions such as entry and exit into different forms of care and supporting principles of permanency planning that may include restoration, fostering or alternative placements;
- Leading care team meetings, and reflective practice;
- Obtain feedback on outcomes, analyse results and consider program improvements with line supervisor, managers, and all staff;
- Some of the above may be fee for service where external referrals are received.

CONSULTATION AND COLLABORATION

This position will:

- Provide specialist therapeutic advice to all levels of staff, carers and volunteers to assist their understanding of the complex trauma experienced by children and young people and how they can assist young people to address trauma resulting from neglect and abuse.
- Support all levels of staff, carers and volunteers in their understanding of behaviour support plans and encourage their active implementation of the plans;
- Facilitate a reflective practice process for team leaders and youth workers in the residential care program to support staff and implement strategies to improve the well-being of young people;
- Monitor and assess the effectiveness of behaviour strategies incorporated in plans and ensure they are updated at times of significant change and at six monthly intervals.

QUALITY IMPROVEMENT AND PROFESSIONAL DEVELOPMENT

The position will:

- Develop, monitor and deliver where appropriate any additional training or program content specific to all levels of staff, carers and volunteers;

- Maintain up to date knowledge of resources, sector initiatives including trauma informed practice and circulate resources relevant to client group and needs;
- Participate in personal professional development to ensure practice is contemporary and consistent with service standards (mental health, sector based etc);
- Participate actively in regular supervision with line manager;
- Participate in peer case discussions with therapeutic staff including the Senior Psychologist.

ADMINISTRATION

The position will:

- Participate in the referral process, contact and maintenance, collation and circulation of all documentation relating to referrals into Residential Care from FACS;
- Prepare and review required documents for endorsement by the Executive Manager and the Principal Officer;
- Develop, implement and maintain administrative systems, relating to intake and maintenance of matching assessments and BSP documentation and other key role functions;
- Provide reports in relation to areas of responsibility where requested;
- Generate quotes and liaise with finances for external fee for service work where required;
- Maintain data and statistics for internal use and external funding body.

WORKING RELATIONSHIPS

INTERNAL:

Staff in the following roles: Operational and management staff in directorates, Corporate Services, Therapeutic staff.

EXTERNAL:

Government agencies including FACS and NSW Health, Juvenile Justice, Education and Community and NSW Police; Not for Profit agencies, Industry Peak bodies, Community Visitors, other relevant agencies.

In all working relationships, internal and external, Marist180 expects a high standard of professional and ethical behaviour and a commitment to the agency's philosophy, mission and values.

SELECTION CRITERIA:

WORK REQUIREMENTS: Working with Children Check

Clear National Criminal History Check

Unrestricted NSW driver's licence

Ability to work in Australia

ESSENTIAL:

Position holders will have;

1. Relevant degree qualification in social work, family counselling, psychology or equivalent are essential and a minimum of 5 years post tertiary experience;
2. Previous experience in working with children and young people experiencing complex trauma and working with families within the child protection system;
3. Demonstrated experience in working with the issues faced by children and young people of a complex trauma background, and a demonstrated capacity to assist staff to support young people;
4. Excellent verbal communication skills and a demonstrated ability to engage with a diverse range of people and contribute effectively in a team;
5. Demonstrated understanding and ability to apply therapeutic and trauma informed practice principles;
6. Demonstrate capacity to apply strengths based practice and recovery oriented approaches;
7. Ability to support both children and young people and care staff in the context of crisis and critical incidents;
8. Strong written skills and previous experience in report writing.

DESIRABLE:

Training and experience in working in disability services, drug and alcohol, mental health and juvenile criminal justice.