

POSITION DESCRIPTION

Title:	Therapeutic Specialist
Award:	Social, Community, Home Care and Disability Services Industry Award 2010
Classification:	Community Service Worker Level 5 or 6 (depends on experience and qualifications)
Usual hours of work:	Full-time or Part-time (up to 38 hours per week, negotiable)

Position Objective:

To provide therapeutic expertise in implementing trauma-informed care services for children and young people who have experienced abuse-related harms and are living in foster care, kinship care or therapeutic care settings.

Role Description:

The Therapeutic Specialist role guides and supports staff, carers, families, and the teams around children and young people in statutory care to respond therapeutically and implement culturally safe and trauma-informed care, practice, and plans.

The role requires a robust understanding of trauma and its impacts on children and families. It also requires the application of current evidence-informed interventions to assess children and young people's therapeutic needs, develop Therapeutic Response (BIS) plans, and regularly review progress against therapeutic goals.

Therapeutic Specialists support tailored responding to the healing of children and young people by facilitating Therapeutic Care Team meetings, Reflective Practice sessions, Therapeutic Parenting interventions, training programs and groups (including Sanctuary Model), psychoeducation and other development opportunities.

Primary Responsibilities:

Facilitate therapeutic care provision to our children, young people and their carers and families.

- Provide therapeutic oversight of and services to children and young people living in out-of-home care settings who require targeted interventions such as the development of therapeutic response and sexual safety plans, therapeutic parenting interventions for carers, and systemic interventions such as education and staff debriefing.
- Review file information and develop evidence-based, culturally appropriate, trauma-informed care (bio-psycho-social) assessments and tailored intervention (behaviour support) plans for children and young people in foster care, kinship care or therapeutic care settings.
- Facilitate Therapeutic Care Team and Multidisciplinary Team Meetings and conduct Reflective Practice sessions to support case managers, youth workers, managers, foster carers, and kinship carers in providing safe care and maintaining therapeutic responses to children and young people in their care.
- Involve children and young people in plans and assessments to ensure they are child-focused and include their voice. Equip them with safety and resilience skills and psychoeducation to heal from trauma.

Values, Sanctuary and Culturally Inclusive Practice

- Demonstrate the Sanctuary Commitments, Anglicare Values, and the Code of Conduct.
- Facilitate Sanctuary Model training and implementation in day-to-day work with children, young people, staff and carers.
- Work in alignment with the permanency planning principles, legislative frameworks and statutory requirements.
- Work from and model a culture of respect, humility, and empowerment to support carers, staff, children and young people and their families.
- Use strengths-based practice and culturally inclusive resources and supports when working with Aboriginal people and families.
- Develop networks, consult and partner with Aboriginal families, Elders and Aboriginal service providers in the cultural support and healing of Aboriginal children and young people in foster, kinship care or therapeutic care settings.
- Develop collaborative partnerships with referrers (DCJ) and other referral services such as psychiatric/mental health services, youth justice, drug and alcohol services or family therapists, to create holistic wrap-around intervention and support for children and families

Administration, Reflective Supervision and Record keeping

- To keep accurate records, files, and reporting requirements consistent and clear so that they meet all legislative requirements and regulations.
- Work in compliance with Workplace Health and Safety legislation, including reporting and investigation.
- Complete file reviews and reporting requirements, including Therapeutic Response Plans, Sexual Safety Plans, Risk Management Plans, and Outcome Measures.
- Provide therapeutic training and psychoeducation to staff, carers and other professionals.
- Actively participate in professional development, supervision and self-care practices.

- Participate in rostered After Hours on-call duties.

Qualifications:

- A tertiary qualification in Psychology, Social Work, Occupational Therapy, Mental Health Nursing or related discipline. (N.B: Candidates that also hold a relevant Postgraduate Qualification will be preferred.)

Key skills and experience:

- Experience in a clinical, counselling or mental health role, or trauma-informed or therapeutic care setting or working therapeutically with Children and Young People in OOHC.
- Expertise in developing therapeutic alliances and working within multi-disciplinary teams to support therapeutic responding to children and young people in OOHC.
- High level socio-emotional, interpersonal, relationship building and conflict resolution skills.
- High level communication skills in training, presentation, meeting facilitation, advocacy, managing group dynamics, training provision and debriefing.
- High level skills in information gathering, analysis and synthesis through observation, file reviews, interview and various other sources, to develop assessments and guide planning and intervention.
- Practice self-awareness and reflection, self-correction, integrity and critical thinking, by applying theory and evidence to practice.
- Evidence sound ethical stance and the ability to hold clear personal and professional boundaries when working with children, young people and their families.
- Skilled in child safe and inclusive practice and delivering therapeutic services to children, young people and their families.
- Skilled in working in cross cultural situations, particularly with Aboriginal clients and/or communities.
- High level skills in assessment and report writing, providing planning documents (including Therapeutic Support Plans) and outcomes measures.
- Able to work autonomously and use emotional intellect to guide, coach, inspire and lead individuals or groups towards achieving therapeutic outcomes.
- Well-developed organisational, time management, prioritisation and computer literacy skills.

Key knowledge areas:

- High level understanding of evidence-informed practices for children in OOHC, trauma-informed care provisions, trauma-specific healing, attachment-based interventions, child development, ecological-cultural and systems theory.
- Knowledge of Aboriginal culture and understanding of issues related to the intergenerational historical and cultural trauma of Aboriginal

people including child safety, family violence, strengths-based practices, and family and kin restoration practice.

- Knowledge and understanding of NSW Child Protection legislation and the NSW Child Safe Standards for Permanent Care.
- Knowledge and understanding of the potential impacts on both self and other staff working when working with people effected by trauma and of the most effective ways of preventing and managing the risk of vicarious trauma and burnout.

Desirable

- Experience working in a Therapeutic Care Setting.
- Experience implementing the Sanctuary Model.
- Experience in providing attachment-based and family interventions.
- Post-graduate training in child, adolescent, and family therapeutic practice and/or mental health clinical practice.

Other Requirements

- Current Australian driver's licence.
- Occasional travel for training and other therapeutic related purposes.
- Current registration with professional body relevant to qualification.

Reports to:

OOHC Therapeutic Service Manager

Direct reports:

N/A