

POSITION DESCRIPTION

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| Position Title | Clinical Practitioner x2 |
| Program | Therapeutic Services – Sexual Abuse and Counselling Prevention Program |
| Employment Status | Full time & Part Time (0.8 FTE) |
| Tenure | 1 x Ongoing (Full time) & 1 x Fixed Term - 12 Months (Part Time) |
| Classification | Social, Community, Home Care & Disability Services Industry Award 2010 (SCHADS) Level 5 – 6 |
| Position reports to | Team Leader |
| Location | Thomastown/Heidelberg; on the lands of Wurundjeri People |

Kids First is a child, youth and family services provider and early years education specialist. We have proudly been at the heart of community care in Victoria since 1896.

Our proud history is matched with a progressive mindset as we continually deliver Australian-first and sector leading programs designed to strengthen family relationships, support healing and recovery from trauma and set children and young people up for brighter futures.

We nurture an inclusive and rewarding culture that attracts and retains talented people, bound to a common purpose. Built on our legacy of more than 125 years of community service, we actively support our people to make a significant difference to the lives of children, young people and families. Every. Single. Day

Kids First is a child safe organisation and is committed to maintaining a child safe environment for children and young people who access our services.

As an Equal Opportunity employer, we respect and value diversity and inclusion. We welcome everyone to apply, regardless of age, ethnicity, cultural background, gender, sexual orientation, religious affiliation, and physical ability. Reasonable adjustments will be made for people with disabilities where operationally viable.

Our Purpose

Every day we will work together to improve the life trajectories of children and young people, and maximise positive outcomes for them and their families.

Our Values

Our HEART values encapsulate the way we work together and partner with children and families to bring positive and sustainable outcomes.



Hope
We believe that change is possible and achievable



Empowerment
We build on people's strengths and support their ability to make positive changes in their lives



Accountability
We are open and transparent in everything we do



Respect
We value all people



Trust
We act in an ethical, inclusive, professional and open manner

Position Purpose

The primary purpose of the Clinical Practitioner position is to provide specialist therapeutic services to children and young people up to age 18 who have been sexually abused, as well as children up to 18 who have engaged harmful sexual behaviour. The focus will be to provide counselling and advocacy to these children, young people and their families as well as the systems that support them. The role also involves taking part in prevention initiatives such as training to parents, teachers and the wider community. This includes delivering school-based prevention programs to young people with topics relating to sexual abuse, sexual exploitation and healthy sexual relationships. Additionally, this role involves rostered duty responsibility at intake.

Organisational Relationships

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| Supervisor | Team Leader |
| Direct Reports | N/A |
| Internal Relationships | <ul style="list-style-type: none">• Chief Executive Officer• Executive Team• Direct Reports• All staff |
| External Relationships | <ul style="list-style-type: none">• Key Stakeholders including, government, corporate, community and fundraising/ philanthropic stakeholders• Professional networks |

Key Responsibilities

- Provide counselling/advocacy for children who have experienced of sexual abuse or engaged in harmful sexual behaviours and their families or carers.
- Deliver Single Session consultations for the carers of young people.
- Conduct Therapeutic needs Assessment and develop comprehensive Therapeutic Assessment Report (TAR) with clear measurable interventions.
- Actively participate in regular case review processes and complete closures in line with Kids First standards.
- Co- facilitate school-based prevention programs, promoting awareness and education as required.
- Actively participate in supervision and reflective practice sessions, according to Kids First supervision policies and procedures
- Work as part of a team and collaboratively with internal and external professionals.
- Demonstrate personal values that align with Kids First organisational values and work in accordance with these values.
- Work autonomously and with a level of maturity that supports independent practice.
- Commitment to enhancing practice through continuous professional development and self-awareness.
- Network with others both inside and outside Kids First through utilisation of relationship building and interpersonal capabilities.
- Positively support and champion organisational improvements and change.
- Effectively communicating with clients, families, Systems stakeholders and undertaking report writing and organisational documentation, using clear written and verbal communication skills.
- Undertaking intake assessment tasks with the families and wider systems.

Quality and Risk Management

- All Kids First employees have a personal responsibility to work safely and to abide by the legislation, rules and established safe work practices that govern safety in the workplace.

- Ensure service standards, program procedures, and client information systems are maintained in accordance with Kids First requirements.
- Ensure practices are compliant with Service Quality and Practice standards according to Kids First Policies and Procedures

Capability Framework – key selection criteria

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| Formal Qualifications | <ul style="list-style-type: none"> • Relevant tertiary qualification in psychology, social work, counselling or a related discipline. Postgraduate study desired. |
| Skills & Experience | <ul style="list-style-type: none"> • Experience in delivering therapeutic services that include counselling and advocacy to young people and their families. • Knowledge of the impacts of trauma, attachment, and family relationships on childhood development. • Experience of working collaboratively with the systems that support children and young people who have experienced trauma. This may include, families, schools, out of home care providers, Department of Health and Human Services Victoria (DHHS) etc. • Willingness to co-facilitate Prevention Groupwork to young people, parents, teachers and wider community inclusive of topics such as Sexual Exploitation, Protective Behaviours and Respectful Relationships. • Able to work independently whilst contributing strongly as a member of a multidisciplinary team. • Highly developed written, verbal and communication and organisational skills. • Desirable - experience working with young people who have been a victim of sexual abuse or who are displaying harmful sexual behaviour. |
| Other Selection Criteria | <ul style="list-style-type: none"> • Current Victorian Working with Children Card • Willingness to undertake a Police Check • A good understanding of or willingness to learn about Aboriginal culture, values and protocols and a demonstrated capacity to work in a culturally informed and respectful manner. |
| MARAM Framework | <p>The Family Violence Multi-Agency Risk Assessment and Management Framework ensures services are effectively identifying, assessing and managing family violence risk.</p> <p>Kids First Australia Ltd is prescribed under the Multi-Agency Risk Assessment and Management (MARAM) framework. MARAM is a framework for organisations prescribed in assessing and managing family violence risk. The framework sets out the responsibilities for different workforces in identifying, assessing and managing family violence risk across the family violence broader service system. Please see https://www.vic.gov.au/family-violence-multi-agency-risk-assessment-and-management for further information.</p> |

Inherent Physical and Psychological Demands

| Activity | Frequency – Daily Regular Occasional |
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| Working alone or at collated site | Occasional |
| Possible confronting circumstances with family & children (sometimes of sexual, abusive, abuser traits nature) which may trigger some individuals | Regular / Daily |
| Interact with clients who could display verbal or physically challenging behaviour | Regular / Daily |
| Exposure to families that are experiencing family violence | Regular |
| Playgroup and Group setup and pack up | Occasional |

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| Outreach to families requiring driving | Occasional |
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