

POSITION DESCRIPTION

Position:	Therapeutic Specialist
Hours:	As per contract
Salary:	Above Award
Terms of engagement:	As per contract
Location:	Lismore
Responsible to:	Lead Clinician
Qualifications and Skills:	Registered psychologist, social worker, behavioural specialist counsellor, psychotherapist, or other allied health professional with a minimum of 5 years' experience working with children and young people with trauma backgrounds. Membership with a nationally accredited association such as PACFA, ACA, AHPRA, AASW, APA
Licences:	Essential Requirement Current Australian State or Territory Drivers Licence
Vision:	<i>Inspiring People to Thrive.</i>

Benefits:

- CASPA actively supports staff to have a healthy work life balance
- Free gym membership to support your wellbeing as well as a fully established team of therapists and clinicians for your personal wellbeing support
- Access to internal and external training opportunities and workplace mentoring including you own team clinical supervision sessions every month.
- Great professional development opportunities for those who want career progression
- An Employee Assistance Program, a free and confidential counselling service
- An excellent end of year celebration to reward all carers and staff for their dedication and commitment to the role. Additionally, we promote team work and have a social approach to our work with lots of opportunities for connecting with each other for support.
- As a not-for-profit organisation, our employees are able to take advantage of salary packaging to receive up to \$15,900 of their salary tax-free, as well as additional meal and entertainment benefits

Advantage Salary Sacrificing – to find out more visit www.salary.com.au

Key Responsibilities:

- Participate as required in intake, assessment and outcome processes and panels for children and young people in CASPA's Permanency Support Programs
- Assist in the development and review of the Therapeutic Support Plan, Safety Plans, Case Plans and Treatment Plans for children and young people
- Conduct therapy sessions with children, young people and families as prescribed by Case Plans and Treatment Plans
- Conduct and attend case clinicals within the Permanency Support Program as required
- Utilise creative skillsets in planning, organising, facilitating and evaluating CASPA's evidence-based therapeutic programs that are conducive to the specific therapeutic needs of our young people
- Contribute to the overall development of the services provided by CASPA's clinical department
- Provide wellbeing support for the whole of organisation as required
- Meet administration, report writing and compliance obligations, adhering to ethical processes and guidelines
- Contribute to a proactive and positive team culture
- Compliance with the WHS Act

DUTY STATEMENT

Position: Therapeutic Specialist

Your main duties will be:

Participate as required in intake, assessment and outcome processes and panels for children and young people in CASPA's Permanency Support Programs

- Participate in the referral/intake panel as requested
- Conduct assessments of children and young people and families in CASPA's Permanency Support Program
- Attend Complex Case Review Panels as required
- Attend and participate in various meetings as required, (Intake and Assessment Meetings, Clinician Meetings and Mental Health Interagency meetings etc)

Assist in the development and review of the Therapeutic Support Plan, Safety Plans, Case Plans and Treatment Plans for children and young people

- Develop Therapeutic Support Plans with Caseworkers and Therapeutic Care Workers including Hub Managers and Houseleader's of CASPA
- Assist in the development of Safety Plans, Case Plans and Risk Assessments, with Caseworkers, especially if it involves self-harm/suicide ideation and review as needed
- Develop treatment plans and review as needed

Conduct therapy sessions with children, young people and families as prescribed by Case Plans and Treatment Plans

- Maintain a caseload and conduct individual, dyadic, family and group work sessions with children, young people, parents, carers and families within therapeutic programs
- Form and maintain key therapeutic relationships with children, young people and families
- Contribute to the development, facilitation and evaluation of group work programs

- Complete reports relating to therapy sessions at regular intervals

Conduct and attend case clinicals within the Permanency Support Program as required

- Attend meetings as required
- Conduct and attend case clinics within the Permanency Support Program as required
- Facilitate and deliver training, induction and presentations to staff and carers in areas of expertise across the Permanency Support Program as required

Contribute to the overall development of the services provided by CASPA's clinical department

- Contribution to the development of policies and procedures and participation in implementation panels as required
- Development, facilitation and evaluation of training in the area of expertise, as required across the Permanency Support Program
- Liaise with stakeholders including Intermediary for the Central Assess Unit
- Support the embedding of Therapeutic Crisis Intervention and CASPA's Therapeutic Framework throughout practice
- Conduct research into evidence based best practice
- Conduct systematic literature searches and reviews
- Conduct and report outcome evaluations

Uphold ethical requirements and practices

- Adhering to ethical processes and guidelines
- Contribute to the development of ethical practice and guidelines

Provide wellbeing support for the whole of organisation as required

- Provide evidence based support to program staff and families across the Permanency Support Program as required
- Report on specialist interventions as required

Administration, report writing and compliance responsibilities

- Complete all documentation and communications in an accurate, professional and timely manner meeting legislative requirements and CASPA's expectations
- Prepare daily, weekly and monthly reports as required
- General filing, archiving, photocopying, database and file maintenance, collating and distribution of paperwork
- Comply with CASPA's organisational policies and procedures
- Microsoft Word and Excel programs to be utilised for daily administrative tasks

Contribute to a positive team culture

- Attend and positively participate in team meetings, group supervision and training
- Take responsibility for giving and receiving feedback within the team setting
- Uphold team decisions
- Use appropriate forums to discuss differences in work practices
- Utilise team peers to ensure best practice in client service provision

- Relate to other services in a professional manner and work collaboratively in the interests of young people

WHS responsibilities

- Understand, comply and observe the principles of the WHS Act
- Observe safe work practices
- Report hazards and incidents
- Work cooperatively with all staff to maintain a safe and secure environment

Other duties as required by the organisation

Selection Criteria

Essential

- Relevant tertiary qualification with a minimum of 5 years' experience working with children, young people and families with trauma backgrounds. Member ship (or eligibility for membership) with a nationally accredited association such as PACFA, ACA, AHPRA, AASW, APA
- Detailed knowledge of the manner in which early childhood trauma affects children and young people
- Detailed knowledge of and practice in implementing multiple evidenced based therapies for children and young people

Desired

- Experience in facilitating clinical meetings
- Experience in guiding Therapeutic interventions
- Experience in working with children and young people who live in Out-of-Home Care

Working with Checks and Prohibited Employment Declarations are requirements for all child related employment.

I acknowledge that I fully understand the job description above and accept the duties of the position as stated.

Signed: Date:.....

Print Name