

SAFE, THRIVING & CONNECTED THERAPEUTIC PROGRAM POSITION DESCRIPTION

Title:	Safe, Thriving & Connected Program – Therapeutic Clinician
Work Location:	Bendigo with work across the Loddon Area
Hours:	1 EFT (.8 or .9 would be considered)
Contract:	Ongoing
Salary Range:	\$87,285 - \$99,524 plus superannuation and salary packaging
Hours of Work:	To be negotiated. Normal hours are 9.00am – 5.06 pm Monday to Friday
Accountability:	CASACV Team Leader

The Centre Against Sexual Assault Central Victoria (CASACV) leads the response to family violence, sexual violence, prevention and delivery of specialist evidenced-based therapeutic services across the Central Victorian Region for children, young people and adults, and their support networks.

CASACV provides a 24-hour crisis care response to those who have experienced recent sexual assault, including crisis counselling, support and advocacy, medical care and justice services. CASACV programs include the REFOCUS and Safe Thriving and Connected Programs.

CASACV is a partner in the Bendigo Multi-Disciplinary Centre (MDC). In the MDC we are co-located with Victoria Police, Sexual Offences and Child Abuse Investigation Team (SOCIT); staff from Department of Health and Human Services, Child Protection; and Bendigo Community Health. In this specialised model, partner organisations support adult and child victim survivors from first disclosure of sexual assault to criminal prosecution.

The CASACV primary site is located in Bendigo, with outreach services delivered in Kyabram, Kyneton, Maryborough, Rochester, Weddurnburn, Echuca and Tarrengower Prison.

We are committed to the development of a positive and supportive work environment and strive to provide a family friendly workplace with flexible working arrangements. We provide clinical supervision, encourage continuous learning, and focus on excellence in client outcomes and organisational objectives.

We strongly encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse backgrounds, people with a disability, and people of diverse genders and/or sexual orientations. We are committed to the development of a positive and supportive work environment and strive to provide a family friendly workplace with flexible working arrangements and staff benefits.

We provide clinical supervision, encourage continuous learning and focus on excellence in client outcomes, organisational objectives and community impact. We uphold a feminist philosophy and our aim is to provide an empowering, respectful and culturally sensitive service committed to best practice.

CASACV Values

All our work is underpinned by the following values:

- **Social Justice** - equity, inclusion and human rights across are embedded within our organisation.
- **Integrity, Safety, Respect and Empowerment** - are integrated in every aspect of service delivery and governance.
- **Quality and Accountability** – our work is evidence based, measured and accountable to our clients and the community.
- **Feminist** – we work within a feminist framework to challenge and reform structural gender inequities.

Consortium Vision

A future where all women and their children experience gender and social equality, living to their full potential.

Role Context

Safe, Thriving & Connected is an innovative and integrated safety and recovery approach that delivers specialist therapeutic interventions to victim survivors experiencing and/or recovering from family violence.

Safe, Thriving & Connected has been developed and is delivered by The Loddon Gender Equality and Violence Prevention Consortium ("the consortium"), who have a long history in working in partnership and are experienced service providers in the delivery of integrated and coordinated specialist family violence services and system responses across the Loddon area. The consortium members are:

- Centre Against Sexual Assault Central Victoria
- Centre for Non-Violence
- Annie North Women's Refuge and Domestic Violence Service
- Women's Health Loddon Mallee
- Sunbury and Cobaw Community Health

By partnering and sharing our specialist expertise and approaches, we are:

- Increasing regional access to a range of therapeutic modalities, services and supports to all victim survivors of family violence.
- Working with clients across the continuum of intervention to identify and respond to their therapeutic needs and enabling them to recover and thrive.
- Working with all victim survivors of family violence including clients from diverse groups; and
- Building on the significant capacity and expertise and provide opportunities for joined up service and system responses that deliver strong therapeutic outcomes for victim survivors of family violence whilst ensuring their safety and keeping perpetrators in view.

Safe, Thriving & Connected provides a range of trauma informed and evidenced based therapeutic programs and services to support recovery and healing. Interventions and services are accessible

across the Loddon area and embedded within the broader service system responses. We are building on existing entry points and referral pathways by providing a framework for assessing risk and safety, therapeutic readiness, case management and transition to community supports that sustain healing and recovery.

Primary Objectives of the Role

Therapeutic clinicians deliver a range of trauma informed, evidence based and flexible individual and group interventions for children, young people and adults who have experienced family violence.

The primary objectives of the role are to:

- Provide high quality trauma and violence therapeutic services to women, women and their and their children, young people and their families and adult victim/survivors.
- Conduct assessments including Specialised risk and safety assessments and therapeutic readiness, and develop therapeutic treatment plans for clients as required, working with care teams to achieve the goals within the specified time frame.
- Depending on agency programs, services and priorities: therapeutic recovery group programs for women, children and young people, individual counselling using evidence-based modalities such as narrative, EMDR, art/play therapy and other modalities consistent with DHS Practice guidelines: women and children's family violence counselling and support programs.
- Utilise flexible brokerage packages to support recovery.
- Undertaking exit planning for increased social connection and support.
- To work co-operatively with internal and external stakeholders and service providers concerning the child development, mental health and well-being needs of infants, children and adult victim/survivors of family violence.
- Participate in a community of practice and clinical supervision
- To support the evaluation of the model; and
- Ensuring all program requirements are met including data collection, record keeping and adherence to agreed practice standards and requirements.

Expectations

- Conduct oneself in accordance with CASACV's Code of Ethics
- Contribute to achievement of CASACV's strategic plan
- Support the Consortium's Strategic Plan to stop violence against women
- Never commit, excuse or remain silent about violence against women
- Understanding of and commitment to inclusion and cultural safety
- Have a demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety
- Ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.

Key Selection Criteria

1. **Mandatory:** An appropriate Bachelor degree level or higher qualification in a Health or Social Sciences related field such as Psychology, Social Work, Family Therapy, Counselling or related discipline.
2. **Mandatory:** A demonstrated understanding of feminist practice and its application in responding to the gendered nature of violence against women and its impact on children and young people.
3. Demonstrated ability to provide direct service in the clinical assessment of and therapeutic service response to infants, children, young people and families, and to comply with service delivery requirements.
4. An understanding of the complexity of the service system and the issues involved in providing services to statutory and non-statutory clients, with the ability to work in a complicated environment.
5. Ability to provide secondary consultation and advice to non-clinical staff, including parents, health, education and statutory services.
6. Demonstrated understanding of and respect for the needs of people with a disability, those from a culturally and linguistically diverse background and Aboriginal and Torres Strait Islander peoples, particularly in relation to cultural safety and awareness.
7. Demonstrated ability to collect and collate data and provide written reports and complete administration tasks related to the delivery of the program.
8. Excellent written and oral communication skills.

Safety Screening and Mandatory Criteria

- All competitive applicants are subject to a satisfactory National Police History Check as part of the recruitment assessment process.
- Applicants who have lived overseas for 12 months or longer during the past 10 years are required to provide the results of an international police check.
- A current Employee Working with Children Check (WWCC) card is required and will need to be provided prior to commencement of employment by the applicant. Currency will need to be maintained by the employee for the period of employment.
- All employees are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process.
- Employee's must hold a valid driver's license.
- All employees must meet all of the requirements of the Public Health Order for COVID-19 vaccinations.

Salary and Conditions

Industrial Instrument: Centre Against Sexual Assault Central Victoria CASACV *Enterprise Agreement 2020-2024*, Classification: Health Professional and Support Services Award HP2 \$87,285 - \$99,524 per annum pro rata (based on qualifications and experience). Generous salary packaging is available with Fringe Benefits Taxation of up to \$15,900 each year; other expenses may be packaged over this cap.

Applications

To discuss the opportunity please call CASACV - San - Clinical Services Manager on 5441 0430.

To apply for this position, (note applications without these components will not be considered):

- CV
- Letter of introduction
- Response to key selection criteria.

Applications close: **5.00pm 22 August 2022**

Email: **HR@casacv.org.au** – *Subject: Counsellor/ Advocate – Adults Team*

Acceptance of Position Description requirements

To be signed upon appointment

Employee Name:

Signature:

Date: