

POSITION DESCRIPTION – Multi Disciplinary Specialist (Allied Health and Family Therapy)

REPORTS TO:	General Manager Clinical Practice
GRADE/AWARD/LEVEL:	Level 5 to Non-Award dependent on qualifications and experience
PROGRAM:	Permanency Support Program
WORKING WITH CHILDREN:	Required
NCHC:	Required

THERAPEUTIC STATEMENT

CatholicCare ITC program listens to the voices of young people in our care, recognises their uniqueness and tailors responses to their individual needs. We embrace evidence-based practice and deliver meaningful and innovative services. We build safe and engaged pathways through our broad suite of services and develop strong links to communities that support our young people beyond the bounds of Intensive Therapeutic Care (previously known as Out of Home Care). We identify opportunities for growth and implement changes so we continually improve, enhance and excel in our work.

PURPOSE

The Multi-Disciplinary Specialists work as a broader team of allied health professionals, family therapists, health professionals and educators to provide assessment, treatment planning and short interventions for children and young people in the PSP program who have experienced abuse, trauma or neglect, helping them to meet their goals. They work with Therapeutic Specialists who lead and coach teams in therapeutic care and work closely with case managers, and community health stakeholders to ensure children and young people are connected to supports they need.

RESPONSIBILITIES

1. Needs Assessment, Service Co-ordination and Treatment Planning

- Develop and identify tools for the team to be able to gather essential data around the needs of children and young people on referral, and contribute to referral and intake processes.
- Administer psychometric, educational and/or functional assessments, to determine next stages of support with children and young people.
- Identify referral pathways for longer term treatment and support in the community the child or young person (and families) would benefit from.
- Develop a short term and proposed treatment plan to assist short term needs, and longer term engagement into supports.
- In conjunction with care teams and children and young people develop, contribute to the review and update Behavioural Support (BIS) Plans as required.

2. Support Therapeutic Care Staff

- Through discussion, modelling and reflective practice, assist staff to see interactions with children/young people as an opportunity to heal the effects of past trauma, abuse and neglect, and embed recovery and skills based opportunities.
- Assist staff to understand a young person's behaviour and ways to respond that are whole of person informed through team approaches (allied health subject matter experts all contributing to collaborative based plans around health, learning, mental health, etc).
- Establish rapport with employees and young people and model appropriate interactions.

3. Undertake reflective practice

- Contribute to reflective practice sessions and team meetings to impart knowledge relating to individual needs of children and young people.
- Attend peer supervision and reflective practice activities to improve on own practice continually and benefit from transdisciplinary style approaches to practice.

4. Lead the reporting of outcome measures for children and young people

- Collect data in line with compliance and quality assurance requirements for the delivery of therapeutic residential care.
- Work with program staff to complete outcome measure tools and improve service delivery based on data trends and feedback from young people.

5. Work collaboratively with all stakeholders to support the program and the delivery of therapeutic care

- Be an active member of the care team, working cooperatively and respectfully with all stakeholders.
- Facilitate referrals and contact with professionals as required.
- Be involved in the young person's education goals, offering support as required.
- Provide assistance to birth parents and relatives/kin to assist them to understand the needs of children and young people and meet permanency outcomes.
- Conduct and compile assessments of children and young people to inform Case Planning and Review processes.

6. Transitioning the young person out of care

- Provide ongoing therapeutic support for the young person's new placement to transfer over treatment planning and supports to support seamless transition.
- Work with the Therapeutic care team in planning for young people exiting care.

7. Maintain a focus on self-care and personal development

- Actively participate in supervision, seeking support, guidance and development.
- Engage in workplace training and initiatives.
- Engage in communities of practice and networking to facilitate knowledge growth and learning.
- Maintain general registration and any CPD requirements of the relevant professional body.

8. Maintain a focus on self-care and personal development Safeguarding and Risk

- Promote a 'risk-aware' culture where staff proactively identify, report and address all forms of risk to clients, staff and CatholicCare;
- Provide an environment that is safe for children and vulnerable adults, free from harm and promoting staff commitment to safeguarding;
- Ensure compliance with incident management, reporting and escalation requirements and that organisational obligations under mandatory reporting, child protection, safeguarding and WHS are met;
- Assist in investigations relating to Allegations Against Employees and other complaints as per CatholicCare policies and procedures;
- Remain vigilant about the potential for client related behavioural risks and contribute to the maintenance of a safe work environment within each ITC House;
- Ensure safety standards are maintained for self and others and all hazards and incidents are reported within appropriate timeframes;
- In line with the Vicarious Trauma (VT) management program, monitor VT symptoms in self and others and role model and promote self-care strategies to address these symptoms.

9. Promote and uphold the Mission, Vision and Values of CatholicCare Diocese of Broken Bay

- Reflect and work positively within CatholicCare's Mission and Core Values of Respect, Hope, Commitment, Professionalism, Excellence and Social Justice through every communication and action;
- Model CatholicCare's Code of Conduct.

SUPERVISORY RESPONSIBILITIES

The Multi-Disciplinary Specialist team members have no direct line supervision responsibilities.

SPECIAL CONDITIONS OF EMPLOYMENT

- Some travel may be required around the central coast region for work purposes. Reimbursements for kilometers travelled are available.

PERSON SPECIFICATION

To perform the job successfully, the Multi-Disciplinary Specialist should demonstrate the following:

Education and Qualifications:

- Tertiary qualifications in Psychology, Social Work, Counselling, Speech Pathology, Education, Family Therapy, Occupational Therapy, Psychiatry or Mental Health Nursing
- Current registration, or willingness and capability to obtain registration, with the professional body relevant to the qualification
- A relevant Postgraduate Qualification will be highly regarded
- Current Driver's License (and access to a comprehensively insured vehicle)
- Current Working with Children Check
- Cleared National Criminal History Check

Skills, Knowledge and Experience:

- Minimum 5 years of experience in a Therapeutic Care setting or working in a clinical environment with children and young people in Out of Home Care
- A thorough understanding of the theories relating to and the impact of trauma, abuse and neglect on a child or young person's development and well-being
- The ability to translate the theory into practice and lay terms in order to work with case managers and youth workers to deliver therapeutic responses to children and young people
- A well-developed understanding of child protection and support in NSW
- Demonstrated commitment to working collaboratively, as indicated by effectively working in partnership with the care team and other key stakeholders to achieve the best outcomes for clients.
- Demonstrated ability to coach others through engagement and working together and the ability to adapt their style to suit the situation and interaction
- Capacity to listen and consider the opinions of others, using a strengths-based approach
- Excellent written and oral communication skills including timely and accurate assessments and plans
- Excellent group facilitation skills and the ability to clearly articulate and engage with a diverse range of stakeholders - care team, children and young people, families and other professionals and the court system
- Understanding of requirements of working respectfully with Aboriginal and Torres Strait Islander and Culturally and Linguistically Diverse clients, communities and staff
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies
- Sound experience in the management of programs, project budgets and services for vulnerable people (Desirable)