

POSITION	Child Counsellor Supporting Children After Separation Program [SCASP]		
REPORTS TO	Manager Mental Health Services	INITIAL LOCATION	Northwest region, Werribee, Wyndham Vale, Melton, various locations
RELEVANT ENTERPRISE AGREEMENT	FMC Mediation and Counselling Victoria Enterprise Agreement 2018 (Better Place EA)	UNDERLYING AWARD	Health Professionals and Support Services Award 2020
BETTER PLACE AUSTRALIA			
<p>Better Place Australia has a vision of <i>“An Australia where all people experience positive relationships, truly value each other and live safer, more fulfilling lives”</i>. Our purpose is <i>“To empower people to become more resilient and experience improved wellbeing to better determine their futures”</i>.</p> <p>Our organisational values are at the forefront of all interactions with our employees, our clients and our stakeholders.</p> <p>We are:</p> <ul style="list-style-type: none"> • Creative • Caring • Welcoming • Responsive; and • Thriving <p>As a community focused ‘for-purpose’ organisation with an ever-growing range of psychological and community support services, Better Place Australia is taking a leadership role in the provision of high-quality, effective services for a wide range of community groups across Victoria.</p>			
PURPOSE OF ROLE			
To provide therapeutic interventions to children from separating families, which includes child consultations as part of the Family Dispute Resolution process, individual child counselling, group work facilitation and education and skills training. The role will also include working with children in schools.			
WORK PERFORMED			
<p>Direct Service:</p> <ul style="list-style-type: none"> • Provide counselling to children and adolescents using a range of evidence-based therapeutic interventions. • Undertake risk assessments with children to determine level of support and nature of intervention. • Provide timely and appropriate referrals for children and their families as required. • Facilitate groups with children and young people. • Provide skills education in schools. • Conduct child consultations (Child Inclusive Practice) as part of the Family Dispute Resolution process and provide feedback to parents. 			

Community Liaison and Networking:

- Work in a consultative manner with Indigenous and Migrant / Multicultural Information Services as required to ensure that service provision is implemented in a culturally sensitive manner.
- Establish and maintain contact with relevant schools, community service organisations, departments, and individuals as appropriate.
- Respond ethically, efficiently, creatively, and in a timely fashion to developments in the delivery of SCASP program and other Better Place Australia services.
- Participate in promotional activities and the community education component of the program.

Program Responsibilities:

- Promote teamwork through the sharing of skills and knowledge
- Participate in staff activities including but not limited to staff meetings, staff development, on-going training activities and case review
- Participate regularly in, and be committed to a process of clinical supervision and performance development
- Be willing to engage in reflective practice, particularly focused on work within the organisation and demonstrate integrity and honesty in giving / receiving feedback to maintain quality professional practice
- Maintain consistent performance in client record-keeping (including case notes and administrative processes)
- Participate in the annual staff appraisal process
- Maintain knowledge of, and adherence to, the policies and procedures governing practices within the organisation

Quality & Compliance

- Ensure any quality risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all clients and staff
- Maintain a good working knowledge and understanding of the QIC Health and Community Standards
- Pursue opportunities for quality improvement, and actively contribute to the accreditation of the service being delivered
- Participate in regular audit processes to ensure compliance with applicable regulatory bodies is maintained
- Contribute to the development and implementation of service manuals in accordance with contract and program requirements
- Ensure Better Place Australia's services are in compliance with applicable funding contracts, including reporting requirements

Other:

- Other duties as assigned and which are consistent with the position
- Ensure compliance with Better Place Australia's code of conduct and related organisational policy material
- Contribute to a culture of health and safety
- Identify potential hazards and implement appropriate risk mitigation responses in so far as is reasonably practicable

REQUIRED QUALIFICATIONS, KNOWLEDGE AND EXPERIENCE

- Appropriate tertiary qualification and registration as a Psychologist, Social Worker or Family Therapist, with membership of the appropriate governing body
- Demonstrated commitment to Child Safety Principles and evidence of active participation in activities and

initiatives to ensure child safety and wellbeing

- Experience in providing assessment, counselling and support to school aged children and families in the context of parental separation and/or family dysfunction
- Demonstrated knowledge and understanding of child development
- Understanding of separation issues, power differentials, patters of communication, violence issues, cultural matters, parenting and child development in the context of family dynamics
- Knowledge and understanding of relevant theoretical approaches for working with children
- Awareness of current developments in the sector broadly, and specifically in the family dispute resolution area and child-inclusive practice would be advantageous
- Demonstrated experience and commitment to working with children from separated families
- Demonstrated experience in facilitating therapeutic groups and skill education programs
- Experience in dealing with parenting issues, adolescents and complex family dynamics
- Experience in child centered practice post separation (desirable)

PERSONAL COMPETENCY REQUIREMENTS

- The ability to think creatively and develop innovative and ethical responses to specific situations as they arise
- Highly developed interpersonal skills
- Outstanding written and verbal communication skills
- Realistic reflective self- assessment/appraisal skills (including self-identification of areas of development) are essential
- The ability to rapidly develop rapport with clients
- Demonstrated experience in working collaboratively within a multi-disciplinary team

OTHER

- Competent computer skills particularly in Microsoft Office
- Current Victorian driver's license and access to own vehicle
- Current satisfactory National Police check
- Working with Children Check (Victoria)
- Confirmation of up to date COVID-19 (boosted) status consistent with Better Place policy

KEY RELATIONSHIPS / INTERACTIONS

Internal

- Administration Coordinators
- Operational Staff
- Regional Services Managers

External

- Clients and their family members
- Members of the Community
- Community and Government Representatives and Service Providers

GENERAL INFORMATION

Better Place Australia is a for purpose organisation, providing services for all members of the community regardless of religion, age, gender, sexuality, lifestyle choice, cultural background or economic circumstances. We offer a workplace culture reflective of a vibrant, learning organisation where our people are highly engaged in their work and committed to making a difference. At BPA, we all have a shared responsibility for supporting a culture of inclusivity and diversity. Our organisation is committed to child safety and we carry out police record, working with children and reference checks to ensure that we are recruiting the right people.