



## POSITION DESCRIPTION

Position Title	Therapeutic Practitioner
Reporting to	Manager – Specialist Support Services
Liaises with internally	All employees
Liaises with externally	Government and non-government agencies, clients, community, suppliers.
Purpose of the position	This position provides therapeutic supports to SMCSAC Child and Family Services. The Therapeutic Practitioner provides consultation, intervention and training to SCMSAC's Child and Family Services. Service delivery will be consistent with Trauma Informed Care, Recovery and Strengths based principles.
Selection Criteria	<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Bachelor's degree in Psychology, Social Work or related fields.</li> <li>• Knowledge and understanding of the Children and Young Person (Care and Protection) Act 1998 and the ability to develop an understanding of the NSW Children's Guardian OOHC Standards.</li> <li>• Demonstrated knowledge and understanding of the issues affecting Aboriginal communities, families and children specifically in relation to the placement of Aboriginal children and young people in care.</li> <li>• Experience working in Out of Home Care (OOHC), child protection or child trauma, and the ability to provide psychosocial assessments, group programs and training, counselling, behaviour support plans and therapeutic interventions.</li> <li>• Knowledge on the impact of abuse and trauma on development or willingness to undergo training in trauma in order to meet clients' needs in a developmental, individualised way.</li> <li>• Ability to develop productive working relationships with stakeholders, including funding bodies, peak bodies and other agencies.</li> <li>• Capacity to work effectively both independently and as part of a multidisciplinary team, demonstrate accountability and willingness to take direction.</li> <li>• Proficiency in report writing and demonstrated ability to develop, organise and maintain records and reports in a timely manner</li> <li>• Demonstrated computer proficiency, including the use of Microsoft Office applications, clinical record and data management systems.</li> <li>• Effective time management skills, the ability to prioritise and work to strict deadlines.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Effective conflict resolutions skills, negotiation, mediation, and decision-making skills.</li> <li>• Willingness to consent to have probity information entered onto the Residential Care Workers Register.</li> <li>• Current Working with Children Check, Working with Vulnerable People Registration and National Police Check.</li> <li>• Current Drivers Licence.</li> <li>• Being vaccinated against Covid-19 is a requirement of this role, to ensure that SCMSAC fulfils its WHS obligations. The incumbent must remain up to date with current ATAGI (Australian Technical Advisory Group on Immunisation) national advice regarding vaccines and booster shots or, provide evidence exemption eligibility.</li> </ul> <p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Aboriginality*.</li> <li>• Direct experience in delivering Social Work or related services in Aboriginal and/or Torres Strait Islander Communities.</li> <li>• Working knowledge of the local and regional service networks.</li> </ul>
Behaviours Required	<ol style="list-style-type: none"> <li>1 Innovative and strategic thinking</li> <li>2 Client focused</li> <li>3 Solutions driven</li> <li>4 Honesty and Integrity</li> <li>5 Self-motivated</li> </ol>
Organisational Values	<ol style="list-style-type: none"> <li>1 Deliver excellence through quality service provision, collaboration and measuring outcomes.</li> <li>2 Be passionate, caring and respectful in everything that we do.</li> <li>3 Be a socially responsible, culturally supportive presence in each of our communities.</li> <li>4 Be creative and flexible in our responses to community needs, listen and learn so that we can do things better.</li> <li>5 Deliver quality evidence-based services with financial integrity to achieve sustainability and measurable outcomes.</li> <li>6 Contribute to shared learning through research and partnerships.</li> </ol>
Key Performance Indicators	<p><b>Day to Day / General</b></p> <ul style="list-style-type: none"> <li>• Ensure that Behaviour Support Plans for CYP are completed and updated in line with Office of Children’s Guardian (OCG) standards and uploaded to CDS by their due date.</li> <li>• Provide evidence based therapeutic interventions to the referrals allocated to you.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Ensure all documentation is accurate and uploaded to the database within three business days of an interaction, including consultation notes, assessments, reports, group work, case notes, therapy notes and training.</li> <li>• Conduct relevant research to assist in the improvement and evaluation of services in consultation with management.</li> <li>• Conduct relevant research to assist in the improvement and evaluation of services in consultation with management.</li> <li>• Provide information, advocacy, social support, practical help and mentoring to children and young people in out of home care including their families and carers, in a culturally appropriate way.</li> <li>• Provide therapeutic consultations and written recommendations as requested across Child and Family Services.</li> <li>• Participate in and, where relevant, facilitate Complex Case Reviews, Group Reflective Practice, as well as staff and carer training.</li> <li>• Initiate contact with all referrals allocated within two business days.</li> <li>• Attend relevant meetings. Be punctual, prepared, and ready to participate.</li> <li>• Actively participate in monthly documented support and supervision sessions.</li> <li>• Participate in annual performance review.</li> <li>• Other duties as reasonably directed by the CEO or delegate.</li> </ul> <p><b>Communication and Collaboration</b></p> <ul style="list-style-type: none"> <li>• Maintain client confidentiality.</li> <li>• Communicate in a professional and respectful manner.</li> <li>• Report matters in line with SCMSAC's Notifiable Events Policy.</li> <li>• Participate in decision-making and joint problem solving.</li> <li>• Build positive partnerships, both internally and externally.</li> </ul> <p><b>Information Technology</b></p> <ul style="list-style-type: none"> <li>• Utilise IT Systems and equipment in line with SCMSAC policy and procedure.</li> <li>• Collect and analyse data, specific to your role.</li> </ul> <p><b>Continuous Quality Improvement</b></p> <ul style="list-style-type: none"> <li>• Actively participate in organisational continuous quality improvement initiatives.</li> <li>• Actively participate in the implementation of outcomes from program quality audits.</li> <li>• Ensure that you are familiar with agency and program accreditations and your obligation to uphold these in your day to day role.</li> </ul>

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	<p><b>Child Safety</b></p> <ul style="list-style-type: none"> <li>• Adhere to mandatory reporting requirements in line with SCMSAC Child Protection and Child Safety Policy and Procedure.</li> <li>• Complete centralised mandatory ROSH reporting process in line with SCMSAC Child Protection and Child Safety Policy and Procedure.</li> </ul> <p><b>Workplace Health and Safety</b></p> <ul style="list-style-type: none"> <li>• Adhere to WHS obligations as outlined in our WHS Policies/Procedures.</li> <li>• Comply with relevant PPE requirements for your role.</li> <li>• Report all incidents, hazards and risks in line with SCMSAC Policy and Procedure.</li> </ul>

*\*Aboriginality - Aboriginality is a genuine occupational requirement and racial discrimination is a prohibition as outlined under Section 8(1) of the Racial Discrimination Act 1975.*

### Employee Acceptance

I, \_\_\_\_\_, accept this description is an accurate statement of the duties, responsibilities and other requirements of the job. I have read and understood this document and agree to undertake the duties and responsibilities as listed.

Name/Role	Signature	Date
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