

## Position Description

<b>Title</b>	Team Leader, Therapeutic Services
<b>Employment Type</b>	Full time or part time (0.8 – 1.0 FTE)
<b>Reports to</b>	Manager, Therapeutic Services
<b>Work Location</b>	Geelong
<b>Date of review</b>	August 2019

### About The Sexual Assault & Family Violence Centre (The SAFV Centre)

Operating across the Barwon, West Melbourne and Wimmera areas of Victoria, The SAFV Centre offers a full suite of services for people impacted by sexual assault and women and children impacted by family violence. Our services include:

- 24-hour crisis care for victims of recent sexual assault and family violence, including advocacy and access to medical care and justice services;
- Intensive case management and court support for women and children who have or are experiencing family violence;
- Therapeutic counselling and group programs for women and children who have experienced family violence; and adults, young people and children who have experienced sexual assault (including support for non-offending family members and friends);
- Access to high security crisis accommodation for women and their children assessed as being at high risk of further harm; and
- Early intervention services for children and young people under the age of 17 years who have engaged in problematic or abusive sexualised behaviours, and young people engaging in family violence behaviours.

Our organisation also delivers professional training and community awareness activities and we participate in a range of prevention activities to promote gender equality and negate violence supportive attitudes and cultures.

Our services are informed by feminist philosophy and we provide empowering, respectful and inclusive services. Our organisation’s practice approach is shaped by contemporary research and evidence that highlights what is most effective when working with people who have been impacted by the trauma of sexual assault and family violence.

Our services also exist within the broader context of the Barwon Multi-Disciplinary Centre (MDC), a highly successful model of co-location between our organisation, Victoria Police Sexual Offences and Child Abuse Investigation Team (SOCIT) and the Family Violence Police Unit and staff from the Department of Health and Human Services Child Protection practitioners. In this specialised model, partner organisations work together to support adult and child victims from first disclosure of sexual assault or family violence to investigation and criminal prosecution. As a key partner, our organisation provides a highly specialised response for people who are impacted by the trauma of sexual assault and family violence within an integrated and seamless environment.

In addition, our organisation is a partner in The Orange Door (otherwise known as Support and Safety Hub). The Orange Door will include a mix of staff employed by Family Safety Victoria and staff from Community Support Organisations in the Barwon area, including The SAFV Centre. By bringing together different workforces and practices, The Orange Door provides an integrated team and consolidated access point for:

- women, children, young people and families experiencing family violence;

- perpetrators of family violence; and
- families in need of support with the care, development and well-being of children.

## **Role Purpose and Accountability**

### **Purpose**

As a Team Leader, Therapeutic Services, you hold a thorough understanding of therapeutic approaches to counselling and commitment to evidence led practice. The role provides leadership, clinical supervision and support to a team of dedicated counsellors and staff. The role supports the delivery of consistent and high quality therapeutic services to clients; and is responsible for upholding and evolving a positive team culture with outstanding professional qualities.

The Team Leader, Therapeutic Services is responsible for ensuring that regular professional supervision is provided to counsellor advocates and visiting services on a monthly or systematic basis. The supervision will encompass both administrative and clinical aspects of counselling undertaken; contributing to a culture of reflective practice and continued development in skills and knowledge.

A Team Leader, Therapeutic Services will hold a small caseload, providing short-term psychological interventions and therapeutic counselling. Central to this role is senior responsibility for involvement in one or more of the range of groups or locations across our organisation. Group work or locations may include the TACT program, SABTS, Connect and Mothers in Mind, Step Up or Horsham.

### **Direct Service**

- Provide leadership coaching, mentoring, education, supervision and support to ensure high quality therapeutic services are provided by our organisation that are gender informed, strengths based, systemic, culturally sensitive and trauma informed.
- Demonstrate a high level of expertise in trauma counselling through maintaining a proportional counselling case load; undertaking professional development and professional growth.
- Provide high level advice and secondary consultation to other professionals and organisations in relation to sexual assault and family violence.
- Guide and lead development of therapeutic modalities and further development of practice tools.
- Build and maintain strong collegiate relationships within the broader organisation and external partners to ensure high quality responses are offered to people who access our services.
- Develop professional networks to promote our organisation to a diverse range of professionals and organisations.
- Lead and co-facilitate groups, prepare reports and participate in and contribute to external evaluation and monitoring activities.
- Conduct practice forums and shared learning activities and identify and facilitate learning and development opportunities to achieve improved client outcomes.
- Proactively address practice issues and risks, possess clarity regarding responsibility for decision making and organisational accountability.

### **Organisational Responsibilities**

- Provide monthly coaching and supervision sessions with individuals and a team which includes clinical review, case load review and professional development opportunities.
- Consult with the Manager Therapeutic Services in relation to complex clinical issues that arise in staff supervision.
- Identify and research evidence based practice in the trauma field and assess the practical application to therapeutic practice.
- Understand organisational performance requirements and coach others to achieve their best to meet funding requirements and quality client outcomes.

- Completion of all program administration requirements including accurate data entry, confidential client records and recording of work activities within required deadlines.
- Contribute to research and presentations including but not limited to conferences, training and journal articles.
- Assist in the delivery of community education and professional training to raise awareness of sexual assault and family violence as appropriate.
- Participate in staff, team and organisational meetings, supervision, training and professional development.
- Participate in other activities and meetings relevant.

### **3. Key Selection Criteria**

#### **Essential Qualifications and Experience**

- Degree or above qualification in social work, psychology, family therapy or similar discipline
- Minimum four (4) years relevant therapeutic experience post qualification.

#### **Essential Skills and Knowledge**

- Demonstrated aptitude toward leadership and a commitment to individual, clinical and peer supervision, debriefing and self care practices.
- A thorough understanding of counselling theories and practices in working across a range of therapeutic modalities that are informed by a gender analysis of violence against women and children, the impact of trauma, human rights and feminist theory.
- Ability to apply positive and dynamic leadership skills to lead, support and develop a team of counsellor advocates to inspire vision and professional conduct.
- Excellent communication and interpersonal skills to build rapport, and foster harmonious and collaborative alliances with a range of internal and external stakeholders.
- Demonstrated resilience and aptitude in working with complex and important matters, sound judgement and ability to prioritise competing demands.
- Ability to implement a planned approach to group delivery, support co-facilitators and liaise with relevant professionals and partners.
- A flexible approach in responding to a changing environment, embracing growth and creating a positive vision, culture and direction for the team.
- High level ability to provide advice and direction for complex matters including comprehensive assessments, crisis intervention, clinical risk decision making, family violence risk assessment, safety planning to respond to client's needs in a trauma informed manner.
- Excellent time management and organisational skills, ability to monitor performance and develop others through relevant feedback and advice.

#### **Other**

- Commitment to the vision, values and purposes of The SAFV Centre.
- Commitment to continuous quality improvement and cultural equity in service delivery.
- Current Victorian Driver's Licence.

#### **Referees**

Applicants must provide the name and current contact details of 2-3 professional referees including the most recent or current supervisor.

## **Period of Appointment**

This position is ongoing, dependent on the continuation of funding to the service.

## **Hours of Work**

- The position is full time or part time (minimum 0.8FTE).
- Location of the position is at the Geelong office (travel may be required)
- Hours will usually be worked during business hours of 9.00 am to 5.06 pm between Monday to Friday
- The days are based on the needs of the service
- Flexibility in working hours will be required from time to time as the need arises.

## **Salary and Conditions**

Annual salary range is \$98,565.48 - \$104,756.60 plus superannuation (pro rata for part time). Salary will be commensurate with experience and skills. Industrial Instrument: The Sexual Assault & Family Violence Centre Enterprise Agreement 2018.

Salary Packaging: Provided via Maxxia. PBI status with other expenses available to package above this cap. The Sexual Assault & Family Violence Centre is a Public Benevolent Institution.

Superannuation: The employer will also make superannuation payments on your behalf in accordance with the *Superannuation Guarantee (Administration) Act 1992*.

Probationary Period - 6 months with a review conducted during this time.

## **Employee Responsibility – Mandatory prior to commencement**

Employee expense:

- Valid Working with Children Check
- National Police Records Check – renewed every 3 years of employment at employee expense

*This position description is subject to review and may change in accordance with the needs of our organisation; including our operations, our clients and our stakeholders.*