

# SENIOR THERAPEUTIC CARE WORKER - CARE SERVICES

## The Role

This is a specialist role providing leadership, consultation, assessment and direct services to BADAC's Koorie Family Services directorate. The Senior Therapeutic Care Clinician will work as an integral component of the BADAC Care Services Program to build the capacity of care teams and staff and deliver a trauma informed therapeutic responses to Aboriginal children in out of home care along with their carers and families. The Senior Clinician will provide ongoing support, mentoring and clinical leadership to the other therapeutic positions within the Koorie Family Services.

The purpose of this role is to provide a therapeutic model of assessment and intervention to address trauma experienced by children in out of home care. The clinician will support the assessment of the child and kinship family therapeutic needs, oversee the development of therapeutic plans and support access to identified supports. Support and development of the carer network including cultural and education programs are also critical to the role. The clinician will provide a culturally safe, trauma informed healing programs that support the children and their family's identity, rights and connection to their family, land and community.

The Snr Therapeutic Care Clinician will need to be highly motivated, enthusiastic and possess a sound knowledge of Aboriginal culture & society and ability to communicate effectively with Aboriginal people.

## About BADAC

The Ballarat and District Aboriginal Co-operative (BADAC) was established by members of the Ballarat and district Aboriginal community in 1979. BADAC delivers a comprehensive range of health, social, welfare and community development programs to local Aboriginal people. Since 1979, the organisation has grown considerably to a staff of 100 delivering a wide range of services, underpinned by Social Inclusion principles, which incorporate the following programs:

- Health and Home Care
- Social and Emotional Well-being
- Family Support
- Care Services
- Family Violence and Justice
- Early Years and Youth

BADAC is the Aboriginal Community-Controlled Organisation (ACCO) for the Ballarat and district area, covering 4 local government areas (LGAs). Our services are open to all members of the public, with priority given to our members. BADAC is focused on prevention and early intervention, always with a client-centred approach, to ensure that our clients are personally engaging in the development and nurturing of their own futures.

**Our vision:**

***“Ballarat and District Aboriginal Co-operative exists to achieve self-determination for the Aboriginal community, enabling stronger families by ensuring equal opportunities in health, housing, education, employment and justice through a holistic and culturally relevant approach.”***

**Our Values:**

**Honesty  
Accountability  
Leadership  
Excellence  
Respect**

---

**Position Title:** Senior Therapeutic Care Clinician – Care Services

**Responsible to:** Care Services Program Manager

**Salary:** Award (Social Community Services Award)

**Hours:** 22.5 to 30 hours/per week

**Status:** Part Time Fixed Term til 30 June 2019

---

**1. Key Duties & Responsibilities:**

- 1.1. Provide ongoing support, mentoring and clinical leadership to the other therapeutic positions within the Koorie Family Services directorate.
- 1.2. Support the development of an individually tailored therapeutic plans for Children in Out of Home Care in partnership with the case manager, family and the care team.
- 1.3. Support the children and families’ access to and engagement with both internal and external support services to address identified Therapeutic needs. Advocate to DHHS to access funding to purchase external therapeutic and practical support to meet identified goals.
- 1.4. Provide individual counselling and therapeutic support to children and carers where appropriate.
- 1.5. Develop and deliver culturally informed therapeutic group programs for carers and children/young people in out of home care.
- 1.6. The clinician is required to ensure that all duties performed are aligned with the following legislation, models and frameworks:
  - Children, Youth and families Act 2005
  - Best Interest Case Practice Model
  - Aboriginal Child Placement Principle

- Aboriginal Cultural Competence Framework
- Looking After Children Approach
- Charters of Rights for Children in OoHC and Carers

- 1.7. Ensure the provision of services that enhance the capacity of care teams, and staff delivering Family Support Services.
- 1.8. Provide case consultation and support to Care Services staff to build knowledge and trauma informed practice.
- 1.9. Support case workers to implement recommendations and therapeutic plans of other specialist services engaged with the family.
- 1.10. Maintain effective working relationships with Child Protection and other community organisation to ensure the safety and well-being of children and young people.
- 1.11. Participate in regular operational supervision with the Program Manager - Care Services. Participate in clinical supervision as agreed.
- 1.12. Maintain strict standards of confidentiality and act at all times in a professional manner and in accordance with organisational (BADAC) policies and procedures.

## **2. Key Selection Criteria:**

- 2.1. A relevant tertiary qualification in Social Work, Psychology and/or equivalent tertiary qualification that are recognised to deliver therapeutic interventions with children and adults with 5 or more years' experience.
- 2.2. Demonstrated leadership in clinical service provision including supervision, mentoring and development of staff.
- 2.3. Sound knowledge and understanding of Aboriginal culture and values and the ability to effectively communicate with Aboriginal Children and their families and a demonstrated ability to support Aboriginal people in their healing.
- 2.4. Demonstrated ability to work successfully with Aboriginal children with a range of complex and diverse needs and to support families in addressing children's challenging and trauma related behaviours.
- 2.5. Proven understanding of the impact of trauma, disrupted attachment and the impact of abuse and/or neglect on a child or young person's development and wellbeing
- 2.6. Highly developed ability to provide consultation and support to case work staff and other professionals about meeting the therapeutic needs of Aboriginal children.
- 2.7. Possess excellent written and verbal communication skills including case recording and assessment reports.
- 2.8. Sound knowledge of OH&S policies and standards of practise.

## **3. Other Relevant Information:**

- 3.1. The employee is required to hold a current Victorian driver licence, National Police Certificate, Working with Children Check card, & Driver History report prior to employment.

- 3.2. It will be a requirement to actively participate in general staff meetings & any other relevant forums, including staff development sessions.
- 3.3. BADAC is committed to the ongoing Professional Development of all its employees & encourages them to attend educational activities that will enhance the employee's ability to perform their tasks.
- 3.4. The employee will be required to sign a confidentiality agreement at commencement of employment.
- 3.5. BADAC is a Child Safe organisations and all employees are expected to adhere to our Child Safe Guidelines.

**Aboriginal and Torres Strait Islander people are strongly encouraged to apply.**