

POSITION DESCRIPTION

1. POSITION IDENTIFICATION

Position Number:	1044
Designation:	Counsellor/Group Facilitator
Project:	Therapeutic Interventions for Children Project, and Communities for Children program
Location:	Darwin/Tiwi Islands
Responsible To:	Manager Family & Relationships Services, Darwin

2. STATEMENT OF RESPONSIBILITY

- The purpose of this position is to develop and provide effective innovative and culturally appropriate therapeutic responses for children, who have affected by trauma including domestic and/or family violence. The position will base service delivery on appropriate cultural consultation, best practice clinical principles and work within the project's action research framework. The role will report directly to the Director of Early Intervention Services. The incumbent and the services provided will be subject to RANT policy, and under the overall direction set by the Executive Board, the Chief Executive Officer and the Director of Early Intervention Services.
- Provide leadership in relation to cultural safety and 'cultural fitness'.
- Actively participate in cultural safety and 'cultural fitness'.

3. KEY EFFECTIVENESS AREAS

SERVICE DELIVERY

1. Develop, document, oversee and provide on-site effective, innovative and culturally appropriate therapeutic responses for children in remote Indigenous communities, as outlined in the applicable service agreements.
2. Provide opportunities for brief interventions with parents and family members focused on the impact that domestic / family violence or other trauma has on the child.
3. Direct and engage therapeutic interventions with parents and family members when the best interests of the child(ren) indicate this as best practice in alleviating detrimental effects on children (i.e. enabling the parent to help the child(ren)); linking them to other appropriate support services and where appropriate follow up support.

4. In collaboration with other staff and family support services, develop protocols and practice for service delivery, including assessment and referral tools, a workable case management model and warm referral systems.
5. Evaluate and review practice, adjusting it to best meet the needs of clients within the intent and spirit of the original concept and based on an action research model.

Key Result Areas

- An effective, innovative and culturally appropriate suite of therapeutic responses are developed and delivered to the target group.
- Individual and/or group brief interventions for parents/family members are delivered in increasing numbers.
- Documented evidence that interventions are delivered and designed to empower parents and family members in the care of their children.
- Warm referral pathways to other appropriate support services and networks are established.
- Client follow up support protocols and practice will be developed and documented.
- Agreed to referral protocols, practices, assessment tools and the consultation process used to develop these, will be documented in an approved format.
- Evidence of regular case management meetings held with other child and family support service providers.
- Service providers refer clients in increasing numbers and feedback about the service is positive.
- Effective communication channels with service providers are established and utilised.
- Project reports are developed in an approved format and are available for review by RANT senior management.

COMMUNITY DEVELOPMENT/CULTURAL COMPETENCE

1. As per the service agreements, identify and interview suitable local Aboriginal women for employment in the program.
2. Provide supervision, support and mentoring to Aboriginal Child and Family Support Workers (ACFSWs).
3. Work alongside ACFSWs in a culturally sensitive manner, respecting their cultural advice and the protocols of the community.
4. Promote empowerment of community members in response to issues affecting children in their communities.

Key Result Areas

- ACFSW's participate in and benefit from supervision, mentoring and training.
- Evidence of job satisfaction amongst ACFSW.
- Positive feedback is received from community networks and members involved in the project, and other stakeholders.
- ACFSW's display the confidence and competence to deliver services and activities.
- Counselling practice of the incumbent is culturally sensitive and developed alongside ACFSW's.

REPRESENTATION/LIAISON

1. Promote a positive image of both the organisation and the project in the community.
2. Maintain active liaison and consultation with Government services and other professionals within the NT.
3. Promote RANT's services where appropriate, through professional and community networking, presentations, and other general public relations and promotional activities.

Key Result Areas

- RANT and the CTT programs maintain a high profile in the community.
- Evidence of a high level of involvement with other agencies and professional personnel in the sector.
- Evidence of promotional support being provided to the service, such as information, posters, flyers/pamphlets.

RESEARCH AND POSITION DEVELOPMENT

1. Define and develop a best-practice methodology for client engagement including culturally appropriate resource materials and evaluation tools underpinned by an Action Research model.
2. Access appropriate and relevant professional development opportunities for self that will enhance the organisation's capacity.
3. Implement the overall strategic plan for RANT as it relates to CTT programs.
4. Meet regularly with the Director of Early Intervention Services to discuss and implement program aims and objectives.

Key Result Areas

- A sound body of evidence regarding therapeutic interventions with the target group is produced and maintained.
- CTT Project activities are recognised as high quality within the professional community.
- Incumbent maintains high-level professional capabilities.
- Evidence of participation in professional development activities.
- Pro-active strategies in place for response to client demand for services.
- Client need and demand for services is measured and fed back to funding bodies.

ADMINISTRATION

1. Carry out the policies and decisions of the Executive Board and the Chief Executive Officer.
2. Meet regularly with the Director of Early Intervention Services for support and supervision.
3. Develop in conjunction with the Manager of Counselling, goals and strategies for the CTT that align with the overall plan for RANT.
4. Participate in regular meetings as required.
5. Coordinate the general administration of the Therapeutic Interventions for Children Project within approved limits of RANT's financial and physical resources.
6. Ensure Administrative procedures e.g. timesheets are followed by ACFSW's.

7. Utilise computer systems to maintain Penelope records, NAHA reporting tools (SHIP) and to access RANT communication systems and information.
8. Such other duties as the Director of Early Intervention Services directs and approves.

Key Result Areas

- Adherence to smooth implementation of RANT policy, guidelines and procedures
- Regular consultation with the CEO, Director of Early Intervention Services and other Program Managers.
- Effective and efficient operation of the administrative functions of the CTT.
- The economy of operation of the service is monitored, and budgets met.
- Penelope and SHIP records accurately reflect activities and outcomes.
- Timely and fully informative reports to the Director of Early Intervention Services and CEO.

4. SELECTION CRITERIA

1. Current State/Territory registration as a Psychologist, qualifications as a Social Worker or other relevant Social Science qualification.
And...
 - Extensive experience working therapeutically with children in a professional setting.
Or
 - Post graduate qualifications in early childhood development/therapeutic responses for children.
2. Ability to meet RANT standard of professional competence appropriate to delivering therapeutic responses to children.
3. Knowledge and understanding of the dynamics and effects of domestic and/or family violence and other trauma on children and on family functioning including the connection and effects of child abuse and neglect.
4. Demonstrated experience of working with therapeutic models of practice that build resilience and protective behaviours in children and families.
5. Experience in the provision of culturally sensitive services to Aboriginal people.
6. Experience in mentoring, supervising Aboriginal staff.
7. Ability to undertake professional and community liaison and networking with the community, service providers and government agencies.
8. High level skills in project development.
9. Possession of high-level oral and written communication and administrative skills.
10. Ability to work as a team member within the ethos and values of RANT.
11. Possession of a current NT Driver's Licence.
12. Required to undergo a Criminal History Check.

It should be noted that Position Descriptions are under constant review and may be changed by the Chief Executive Officer, after consultation, at any time.

Additional Position Information relevant for 2015/16

Counsellor / Group Facilitator – Tiwi program

COUNSELLING FOR CHILDREN AND PARENTS DRUMBEAT - BUILDING RESILIENCE THROUGH RHYTHM BRINGING UP GREAT KIDS PARENTING PROGRAM

Full time – Tiwi work- A Tiwi Is or Darwin based position

Relationships Australia NT (RANT) is part of one of Australia's largest community based organisations whose vision is communities where relationships are respectful, diversity is valued and all people have a true sense of belonging and connection.

Our Early Intervention Services team is seeking a qualified and experienced person to assist children and parents within a Tiwi based specialised program. Important to have a passion for social justice, equality and a genuine care for people who have experienced trauma within the community.

- **Pivotal role in implementing and delivering innovative evidenced based individual counselling and small group programs to children and parents.**
- **Make a genuine difference to the lives of some of Australia's most disadvantaged kids and families.**
- **Work in a well-supported, committed and professional team whilst engaging in challenging, fulfilling and diverse work.**

The Counsellor/ Group Facilitator is vital in delivering counselling to vulnerable children and their parents and the delivery of two of our most valuable group programs (descriptions below). Training in these programs will be provided for the suitable/successful applicant. On Tiwi Islands four Aboriginal Child and Family support workers will form part of the Tiwi team. The Tiwi team sits within a much larger Children's Therapeutic team reaching out to Darwin, Palmerston and Katherine. These teams also sit within the larger Early Intervention Team.

Bringing Up Great Kids Parenting Program (BUGK): An evidenced based program developed by the Australian Childhood Foundation, BUGK utilises the metaphor of 'Messages', parents are encouraged to explore and reflect upon the evolution of their parenting style and resources them to examine the messages they pass onto their children through their behaviour, interactions and emotional reactions. Parents learn about the brain development of their children and understand how to meet their children's growing needs.

DRUMBEAT is a team drumming program that explores relationship issues and specific themes including self-responsibility, values, dealing with emotions, identity, peer pressure, harmony and teamwork. It promotes social understanding and connection that is fun, safe, creative, engaging and rewarding. Participants lift their self-esteem, learn to work cooperatively and are exposed to the therapeutic and recreational benefits of music. For kids (5-12yrs)

Relationships Australia NT provides above award employment conditions and the ability to work alongside, committed, passionate and professional team members whilst engaging in challenging, fulfilling and diverse work.