



## Clinical Supervisor

Role Title	Clinical Supervisor
Team	Professional Supervision Team
Location	Based in Woolloongabba (travel to Greater Brisbane and occasional travel to regional Queensland may be required)
Level	Level 7 Social, Community, Home Care and Disability Services Industry Award. \$110,912 - \$115,536 pro-rata, (depending on experience), plus leave loading and an option to salary sacrifice.
Reports to	Senior Leader – Clinical Services
Contract	Parental Leave cover 1 <sup>st</sup> February 2024 – 30 <sup>th</sup> April 2025. Full time (negotiable to four days/week).

## Our Vision

*Healing the past, nurturing the future.*

Our vision is for refugee survivors of persecution to live lives liberated from the harms of torture, trauma and human rights injustice. We exist to nurture meaningful futures by assisting refugee survivors to heal, belong and thrive in our community.

## Our Values

### Kindness

We care.

In all of our work, survivors of torture and trauma come first.

### Optimism

We believe in meaningful futures.

We are committed to healing being a journey of growth across mind, body and spirit.

### Perseverance

We don't give up.

We understand that healing requires time, patience and courage for individuals, families and communities.

### Justice

We believe that to heal and belong are human rights.

We collaborate to build opportunities so that survivors of torture and trauma can belong and thrive in our community.

## Role Purpose

The primary purpose of this role is to provide clinical supervision to internal QPASTT staff who deliver counselling, youth work, group work, community development and capacity building interventions. To lead and nurture staff development through applying supervision

frameworks, maintaining professional practice standards and supporting the organisations strategic vision of service delivery.

## Character

You are passionate about recovery from torture and trauma for people from refugee backgrounds.

We are looking for a Clinical Supervisor who is passionate about supporting direct service staff to assist individuals, families and communities recover from trauma. You will have a depth of understanding of the complexities of the work in order to compassionately respond and foster a safe environment for staff to be supported.

We seek someone who has strong discernment capabilities including the ability to balance the needs of individual staff members with those of the agency as a whole.

We value flexibility and adaptability and the capacity to respond to evolving clinical processes to enhance practice and service delivery.

We value transparent and authentic communication, as you will be required to develop and maintain professional relationships with staff in varying roles across the agency.

You will contribute and guide the process of complex decision making by being honest, approachable and responsive.

We believe in cultural respect. We are looking for a Clinical Supervisor who feels comfortable supervising and nurturing staff from a range of cultural, religious and professional backgrounds.

You are committed to human rights and believe in social justice irrespective of differences related to gender, age, culture, religion, sexuality, disability, socio-economic status or political opinion.



## Responsibilities

1. Provide individual supervision to staff working with clients across the lifespan as well as working across different recovery approaches (i.e., counselling, youth work, group work, community development and capacity building).
2. Have a comprehensive understanding of the professional supervision frameworks, relevant policies and procedures of the organisation to support appropriate application to assist with recovery needs of refugees and asylum seekers.
3. Navigate the intersection between professional and operational supervision to ensure the delivery of quality client services for individual supervisees.
4. Provide quality practice guidance and debriefing for members of QPASTT staff as required, particularly related to clinical incidents and crisis management.
5. Support review processes for direct services work to enhance supervisees depth of practice and quality service delivery.
6. Support accurate collection of professional and service level data in accordance with organisational directives.
7. Provide guidance and input to staff in relation to written communication, in particular psychosocial reports.
8. Be actively involved in annual appraisals of practice performance of staff and be committed to supporting areas of improvement where required.
9. Work in collaboration with line managers to ensure that clinical supervision and line management is differentiated, complementary and consistent.
10. Actively contribute to the Professional Supervision Team to foster cohesion and collaboration.
11. Contribute to the collaborative management and leadership structure of QPASTT by applying trauma-informed and adaptive leadership practices.
12. Other duties may be required as directed by the Senior Leader – Clinical Services

## Requirements

1. Degree level or equivalent qualification in a relevant field, such as psychology, social work, counselling or human services.
2. Technical understanding of trauma recovery for people from a refugee and asylum seeking background. Ability to apply QPASTT's healing, belonging, thriving and justice framework and implement within the refugee and asylum seeking context.
3. Experience in providing professional clinical and practice supervision to staff of varying professional backgrounds and experiences.



4. Experience in the provision of therapeutic counselling services within a systemic framework. Or equivalent experience providing youth work, group work or community healing interventions.
5. High level communication skills and interpersonal skills, including written and oral skills, consultation, negotiation, advocacy, presentation and liaison.
6. Good conceptualisation skills and ability to articulate refugee trauma recovery frameworks.
7. Leadership qualities including the ability to contribute towards a healthy functioning team and leadership group.
8. Knowledge of vicarious trauma, compassion fatigue and moral injury and an ability to support supervisees that work with clients in challenging and often vulnerable circumstances.
9. Desirable (but not essential) - you have a lived refugee or refugee-like experience.

## Conditions of Employment

1. Current Positive Notice Blue Card and provision of an annual federal police check;
2. Current Queensland C Class driver's license;
3. Proof of COVID-19 Vaccination or an exemption certificate from Queensland Health authorized personnel;
4. Occasional out of hours work;
5. Occasional travel to regional office locations in Queensland;
6. Eligibility to work in Australia.

## Selection Process

Applications close **5pm on 29<sup>th</sup> November 2023**. Please email your application to [JobApplication@qpastt.org.au](mailto:JobApplication@qpastt.org.au)

1. Please provide a copy of your resume.
2. Please provide a cover letter outlining why you would like to work with QPASTT as well answering the following (no more than 1 page per question):
  - What is your vision for this role?
  - How will your skills, experience, capabilities and character add value to the QPASTT leadership team?

Should you wish to speak with someone about this role, please contact Amy Burkett, Senior Leader – Clinical Services on mobile 0481 981 199 or [amyburkett@qpastt.org.au](mailto:amyburkett@qpastt.org.au)



*QPASTT is committed to the safety and protection of children, young people and vulnerable people in all areas of its work.*

*QPASTT is committed to equal opportunity in employment. We will act to ensure an environment free from discrimination on the grounds of sex, gender, sexual orientation, race, ethnicity, culture, age, marital status or pregnancy, family responsibilities, disability, and religious or political beliefs.*

