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| Position Description – Clinician, Child and Adolescent Practice  |



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| Position title: | Clinician, Child and Adolescent Practice |
| Position number: | Various |
| Group: | Youth Justice |
| Business Unit/Branch: | **Statewide Rehabilitation Services** |
| Classification: | AHP 4.1  |
| Employment status: | Ongoing |
| Position reports to: | Senior Clinician, Child and Adolescent Practice  |
| Work location: | Various This role will require travel to community based Youth Justice office locations and the Cherry Creek Youth Justice Precinct and Parkville Youth Justice Precinct |
| Position contact: | Name: Phone: Email: |

Role Purpose

**The role of a Clinician, Child and Adolescent Practice**

* Administer evidence-based clinical assessments and deliver targeted criminogenic and non-criminogenic programs to young people in Youth Justice in custodial and community settings as part of a statewide rehabilitation services model.
* Engage with justice-involved young people with a developmentally sensitive and multi-systemic approach
* Provide specialised clinical guidance, advice, and support to Youth Justice staff including Case Managers, Behaviour Support Specialists and Youth Justice Workers.
* Manage a clinical portfolio within a specialist area

The Department of Justice and Community Safety (the department) is responsible for the statutory supervision of young people in the criminal justice system in Victoria focussing on prevention, diversion, and early intervention as the most effective and fiscally responsible ways of reducing youth crime. As an area within the department, Youth Justice is committed to the demonstration of the Victorian Public Sector values. The values are: responsiveness, integrity, impartiality, accountability, respect, leadership and human rights.

Youth Justice provides supervision to young people on community-based and custodial-based orders. Youth Justice provides a range of case management, program and support services that address young people’s offending behaviour as well as knowledge, skills and attitudes to manage their lives effectively without further offending. Through supervision, rehabilitation services and linkages to appropriate support services, Youth Justice promotes opportunities for accountability and rehabilitation that contributes to the reduction of crime in the community.

Statewide Rehabilitation Services (SRS) is a statewide program that provides young people in custody and the community with developmentally targeted and multi-systemic offence-specific and offence-related assessments and interventions. As a statewide model, SRS aims to provide continuity of care to young people as they move from custody into the community.

The vision for SRS is to provide a comprehensive forensic rehabilitation service, which embraces the inclusion of family, community, and culture to create a supportive environment that promotes healing and accountability. SRS will achieve this by addressing the causes of offending behaviour and empowering young people to make positive changes to foster a safer, more inclusive community for all. SRS is informed by five key principles including: Young person-centred care; inclusion of family, community and culture; evidence-informed practice; strong workforce development; and continuous improvement.

Reporting to the Senior Clinician, Child and Adolescent Practice, the role of Clinician provides specialised clinical services in child and adolescent development and multi-systemic interventions (targeted at both young people and the professional and personal supports around them), and delivers a range of evidence-based, clinical rehabilitative services for young people, including screenings, assessments, individual and group-based intervention programs within a collaborative, multi-systemic system.

In addition, the Clinician is accountable for supporting and actively engaging in capability uplift in forensic and youth capability for non-clinical Youth Justice staff who work directly with young people on a day-to-day basis in both custody and community. This includes working collaboratively with all care team members to achieve the outcomes and goals of the offence specific intervention. The Clinician is supported by the Rehabilitation and Outcomes team in custody in order to work closely with the Behaviour Support Specialists, Classification and Placement Unit and Youth Justice Workers to provide guidance around strategies to address offending and offence-paralleling behaviour, and deliver clinical interventions. In the community, clinicians will work closely with their allocated offices and liaise with Team Leaders, Senior Practice Advisors and case managers to provide guidance on case management strategies to reduce reoffending risk and coordinate clinical interventions. Drawing upon their specialist expertise, the Clinician is responsible for providing active guidance and mentoring to other youth justice staff, and providing expertise and recommendations on complex cases.

The Clinician is also responsible for the management of a clinical portfolio and will contribute to specialist knowledge in diverse ways such as participating in research projects, contributing to policy recommendations, and the development of practice improvement initiatives.

The Clinician will be required to travel to the PYJP, CCYJP and community based YJ offices to provide continuity of care to young people as they move from custody into the community.

KEY ACCOUNTABILITIES

* Undertake evidence-based risk assessments and other advanced assessments and determine appropriate treatment pathways for young people and facilitate and co-facilitate individual and group-based developmentally tailored clinical intervention programs for children and young people.
* Facilitate individual and group-based psychosocial programs for children and young people.
* Manage a specialist clinical portfolio driving the development of knowledge, innovation, and research in the field of adolescent criminogenic programs and the clinical assessment and treatment of young people with specialist needs.
* Actively participate in capability uplift work by providing mentoring, training, development and feedback for Allied Health professionals and non-clinical staff, such as Case Managers, Behaviour Support Specialists and Youth Justice Workers to reduce offending risk.
* Oversee and provide feedback on the delivery of psychosocial programs in custody and rehabilitation programs delivered by staff in the application of psychosocial programs for complex cases, as required.
* Complete comprehensive case notes in a timely fashion in line with Children, Youth and Families legislative requirements and departmental policies.
* Prepare treatment plans, treatment reports, and risk assessment reports for internal and external stakeholders, including the Youth Parole Board and Children’s Court, as required.
* Initiate and maintain relationships with peers, non-clinical staff, and senior internal and external stakeholders to support a multisystemic response with complex clinical advice on the criminogenic treatment needs of young people engaged with multiple agencies.
* Undertake research and analysis in specialist clinical portfolio areas for input into recommendations to senior staff and executives and the formation of policy development recommendations to improve practice and responsiveness.
* Develop structured opportunities for regular facilitated reflective practice with youth justice staff including Case Managers, Behaviour Support Specialists and Youth Justice Workers, as well as members from the care team.
* Provide professional support, coaching and guidance for peers and stakeholders in portfolio area including actively participating in personal and professional development.
* Contribute to the successful implementation of Child Safe Standards across a range of internal and external stakeholders delivering services to young people.
* Other duties as directed by the Senior Clinician, Child and Adolescent Practice and Clinical Manager.

Key selection criteria

Technical Expertise

* Demonstrated understanding of the key issues impacting Youth Justice gained through a minimum one year experience working directly with children and/ or young people, as well as the evidence base around developmentally informed and multi-systemic practice with young people, is desirable.
* Significant experience and knowledge in the delivery of criminogenic and non-criminogenic programs and application of evidence-based psychometric and structured professional judgement tools in relation to the assessment of young people in criminal justice settings, is desirable
* An understanding of the therapeutic frameworks underpinning treatment with young people in justice settings, and an ability to apply these frameworks in practice, such as the Risk-Needs-Responsivity principles, therapeutic jurisprudence, and trauma informed approaches
* Specialist knowledge or interest in a portfolio area that can address practice gaps or provide advanced consultation to peers working with impacted young people would be desirable, such as Foetal Alcohol Spectrum Disorder, Autism Spectrum Disorder, multicultural and multifaith young people, Cross-over Kids, Grievance-Fuelled Violence, Intellectual Impairments, LGBTIQ+, self-harming behaviour or other relevant areas.

Personal Attributes

* **Resilience:** Keeps self and others calm when under pressure; is decisive and charts course of actions enabling teams to resolve a challenging situation.
* **Flexibility and Adaptability:** Adapts systems and processes quickly to changed priorities and situations.
* **Working Collaboratively:** Guides others to create a culture of collaboration; identifies, and works to overcome, barriers to knowledge or information sharing; identifies opportunities to work with other teams to deliver outcomes.
* **Promote Inclusion:** Establishes a workforce that is diverse and takes advantage of relevant knowledge and skills; creates opportunities to improve knowledge of teams in the area of diversity and inclusion.

Meaningful Outcomes

* **Partnering and Co-creation:** Builds and maintains partnerships to achieve objectives; coaches others on the co-creation process and builds team commitment to co-creation by demonstrating personal commitment; builds trust in partnerships through timely and quality delivery of outcomes; facilitates discussion and navigates differences of opinion to reach decisions.
* **Systems Thinking**: Diagnoses trends, obstacles and opportunities in the internal and external environment that connect to own work and teams work; coaches others in using systems thinking to solve problems and create solutions; understands the linkages between systems and communities to inform policy; conceptualises and defines the systems working within the organisation.

Enabling Delivery

* **Critical Thinking and Problem Solving:** Takes into account wider business context within business unit when considering options to resolve issues. Identifies recurring problems and prevents future recurrence by integrating solutions into work process. Delivers tangible business outcomes as a result of critically evaluating problems from multiple perspectives and delivering effective solutions.

Authentic Relationships

* **Interpersonal Skills:** Detects the underlying concerns, interests or emotions that lie behind what is being said and done; presents as genuine and sincere when dealing with others; projects an objective view of another’s positions; uses understanding of individuals to get the best outcomes for the person and organisation.
* **Managing Difficult Conversations:** Seeks and evaluates options to resolve problems; negotiates agreed actions to deal with problems; coaches others in negotiation.
* **Communicate with Impact:** Makes a positive impression on others and comes across with credibility; communicates orally in a manner that is clear fluent and holds the listeners’ attention; able to deal with difficult and sensitive topics and questions.

People Leadership

* **Develop Capability:** Develops and applies frameworks to develop capability at organisation level; clearly defines role expectations, monitors performance, provides timely and constructive feedback and facilitates employee development; empowers others by providing them with the authority and latitude to accomplish tasks; creates learning opportunities and appropriately delegates responsibilities to further the development of others.

Qualifications

* General registration as a Psychologist with the Australian Health Practitioner Regulation Agency (AHPRA); or
* Current membership with the Australian Association of Social Work (AASW); or
* Credentialed as a Mental Health Nurse with the Australian College of Mental Health Nurses; or
* Registration as an Occupational Therapist with the Occupational Therapy Board of Australia.
* A full driver’s licence is required.
* A current employee Working with Children Check (WWCC) card is required and will need to be provided prior to commencement of employment by the applicant. Currency will need to be maintained by the employee for the period of employment.

Important information

* The salary range for this position is set out in the Victorian Public Service Enterprise Agreement 2024.Please refer to the Department of Treasury and Finance website ([dtf.vic.gov.au](http://dtf.vic.gov.au)) for further information.
* Department policy stipulates that salary upon commencement is paid at the base of the salary range for the relevant grade. Any above base requests require sign off by an executive delegate and will be by exception only or where required to match the current salary of Victorian Public Service staff transferring at-level.
* If you have previously left the VPS on a departure/ separation package, employment restrictions may apply.
* You may be required to mobilise to other areas to support priority projects or programs.
* The department is committed to providing and maintaining a working environment which is safe and without risk to the health of its employees.

Safety Commitment

* Staff safety commitment - Actively participate in health, safety, and wellbeing (HSW) programs and proactively report on all HSW incidents through the Justice Incident Management System (JIMS) to embed and support a strong safety-first culture that supports the HSW Strategy’s vision of “a workforce that thinks safety and works safely".
* Manager safety commitment - Create and maintain a working environment, that takes a zero-tolerance approach to unsafe practices and behaviours, which supports the HSW Strategy’s vision of “a workforce that thinks safety and works safely”.
* Child safety commitment - The Department of Justice and Community Safety is committed to the safety and wellbeing of children and young people. We seek to prevent harm of any kind impacting children and young people and have zero tolerance for racism, child abuse and inequality. Children and young people’s rights, relationships, identity, and culture must be recognised and respected, their voices heard, and their concerns acted upon. We aim to foster a culturally safe, child safe and child friendly environment for all children and young people we have contact with, deliver services to, or are impacted by our work.

Pre-employment checks

All appointments to the Department of Justice and Community Safety are subject to reference checks, pre-employment misconduct screening and criminal record checks. Some positions may also be subject to a Declaration of Private Interests (for executive and responsible officer roles), medical checks, and/or ‘Working with Children Check.’

If the position is based in a prison, youth justice facility or community corrections location, or has offender management responsibilities, employment may be subject to a number of additional pre-employment security and safety checks, including, but not limited to:

* Pre-employment Security and Misconduct Checks (Declaration Form)
* National Police Record and Fingerprints Check and International Police Clearance (if applicable)
* VicRoads Information Check
* Drivers Licence Check(s) (if applicable).

A National Police Check and an Australian Entitlement to Work Check is a requirement for all DJCS positions, and these checks require identification documents of either a passport or birth certificate.

For Aboriginal Prioritised or Designated positions, a Certificate of Aboriginality (CoA) will be required prior to an offer of employment being made.

Aboriginal and Torres Strait Islander applicants are strongly encouraged to email: aboriginal.workforce@justice.vic.gov.au for support and assistance if they have any concerns that they cannot meet the identification documents requirements.

Values and behaviours

Department of Justice and Community Safety employees are required to demonstrate commitment to:

**The Victorian Public Sector Values:** responsiveness, integrity, impartiality, accountability, respect, leadership and human rights.

**The Environment:** The department is committed to minimising its environmental impact and requires all staff to comply with its environmental policy.

**Recordkeeping:** The department is committed to good recordkeeping and requires all staff to routinely create and keep full and accurate records of their work-related activities, transactions and decisions, using authorised systems.

**Diversity:** The department values an inclusive workplace that embraces diversity and strongly encourages applications from Aboriginal people, people with disability, people from the LGBTIQ community, and people from culturally diverse backgrounds.

 Further information

Please visit About the Department on the [Department of Justice and Community Safety website](http://www.justice.vic.gov.au/utility/about%2Bthe%2Bdepartment/) (http//:www.[justice.vic.gov.au](http://www.justice.vic.gov.au/)) for information on:

* Organisational values and structure
* Our policies such as privacy and conflict of interest
* The Victorian Public Service (VPS) code of conduct
* Our commitment to the safety and wellbeing of children.