

Position Description

Position title:	Forensic Clinician
Position number:	Various
Group:	Offender Services, Corrections Victoria
Business Unit/Branch:	Forensic Intervention Services
Classification:	Allied Health 4 (AH4)
Employment status:	Ongoing
Position reports to:	Forensic Clinical Team Leader
Work location:	Various
Position contact:	Name: Michael Stanley, Senior Recruitment Business Partner Phone: 0457 926 028 Email: candidatecare@justice.vic.gov.au

ROLE PURPOSE

The role of a Forensic Clinician:


- Provide a range of complex forensic services state wide, including screenings, assessments, group-based intervention programs, and related tasks, in line with service requirements.
- Complete comprehensive case notes in a timely fashion using the departments information systems.
- Prepare treatment plans, treatment reports, and risk assessment reports for internal and external stakeholders across the system to help inform complex decision-making.

Corrections Victoria is part of the Department of Justice and Community Safety and is responsible for the operation of Victoria's adult corrections system, public and privately operated prisons, and a transitional centre. It ensures that people held in prison are safely and securely contained and aims to rehabilitate people by addressing the underlying causes of offending behaviour.

As a division of Corrections Victoria, Forensic Intervention Services is a specialist program area within Offender Services that provides people who offend (our service users) in custody and in the community with evidence-based offence-specific screening, assessment and interventions to support their rehabilitation. In doing so, Forensic Intervention Services is a critical component of the Department's strategy to reduce reoffending and contribute to community safety.

Our vision is to become a world leader in forensic intervention services, enabling meaningful behaviour change in people who offend and contributing to a justice and community safety system that works together to build a safer, fairer and stronger Victoria.

Our mission is to reduce recidivism by delivering evidence-based offending behaviour programs founded in the risk, need and responsivity principles.



Our values are responsiveness, integrity, impartiality, accountability, respect, leadership and human rights.

Forensic Clinicians work in a multidisciplinary team and provide a range of clinical services for service users presenting with complex and multi-systemic needs across the State. The state-wide services provided by a Forensic Clinician include screenings, assessments, group-based intervention programs and individual intervention, and related clinical tasks, in line with service requirements. Forensic Clinicians provide specialist advice to stakeholders across the justice system on the multi-faceted needs of service users to help inform complex decision-making on behaviour management, risk management and functional assessment.

This role may require travel and the delivery of after-hours services.

KEY ACCOUNTABILITIES

- Undertake complex risk assessments, develop comprehensive case formulations, and determine appropriate treatment pathways for complex service users from diverse offending cohorts.
- Facilitate/co-facilitate group-based clinical intervention programs for complex service users across of a range of offending cohorts.
- Complete comprehensive case notes in a timely fashion using the departments information systems for accountability in line with Allied Health professional standards.
- Prepare treatment plans, treatment reports, and risk assessment reports for internal and external stakeholders across the justice system, including the Adult Parole Board and Post Sentence Authority and Community Correctional Services, to help inform complex decision making with significant consequences for service users.
- Model appropriate professional boundaries and behavioural interactions with service users.
- Consult and liaise with other Corrections staff in relation to the treatment and behavioural management of service users. This includes participation and influence in case conferences focusing on a multi-faceted approach to the management of service users.
- Lead reflective practice with clinical and other Corrections staff during case consults and conferences regarding service users with complex needs.
- Undertake cross-profession or agency collaboration with key stakeholders and provide high level clinical advice to assist in a multi-faceted approach to the management of service users.
- Contribute to the provision of timely and accurate collection of data against Key Performance Indicators.
- Promote the continued professional development of self and peers through the provision and acceptance of valid feedback in a sensitive and authentic manner. This includes engagement in reflective practice and practice integrity forums
- Actively and meaningfully engage in clinical supervision and respond to clinical feedback provided.
- Work as an effective member of the multidisciplinary team.
- Actively contribute to ongoing research and training in regard to evidence-based risk assessment and offence-specific intervention across a range of offending cohorts.
- Actively participate in professional development including, in the adaptation and application of best practice in regard to forensic risk assessment and intervention
- Contribute to policy development as required.
- Other duties as directed.



KEY SELECTION CRITERIA

Technical Expertise

- A knowledge of and commitment to the use of the Cognitive Behavioural Therapy model of therapeutic intervention.
- An advanced understanding of and commitment to the application of best practice principles of therapeutic intervention with service users, including (but not restricted to) the Risk Needs Responsivity Model, and Strengths Based Approaches.
- Knowledge and skills in conducting assessments and developing case formulation for individuals with complex treatment and behavioural needs.

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.
- **Self-awareness:** Coaches others to improve level of self-awareness. Leverages emotional intelligence to create a safe space for sensitive conversations which leads to increased level of people engagement.
- **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.

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.
- **Stakeholder Management:** Identifies issues in common for one or more clients or stakeholders and uses them to build mutually beneficial partnerships; identifies and responds to stakeholder's underlying needs; uses understanding of the stakeholder's organisational context to ensure outcomes are achieved.

Qualifications

- Registration as a Psychologist with the Australian Health Practitioner Regulation Agency; or
- Eligible for membership of the Australian Association of Social Work (AASW); or
- A master's degree in psychotherapy and eligible for registration with the Psychotherapy and Counselling Federation of Australia (PACFA); or
- A master's degree in counselling and eligible for membership with Australian Counselling Association (ACA) or Psychotherapy and Counselling Federation of Australia (PACFA); or
- Credentialed as a Mental Health Nurse with the Australian College of Mental Health Nurses; or
- Registered as an Occupational Therapist with the Occupational Therapy Board of Australia.
- A current Victorian driver's licence is required.

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) 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) (<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.