

Position Description

Title:	Senior Family and Relationship Counsellor
Position Number:	20415
Agreement Coverage:	RASA Enterprise Agreement 2019
Classification Level:	Grade 5
Team:	Family and Relationship Services
Reports To:	Regional Manager West
Primary Location:	Port Adelaide

Primary Objective

The Senior Family and Relationship Counsellor provides individual, couple and family counselling to assist people resolve difficulties and build stronger relationships. The role involves working with all family members including children, and is primarily accountable to the safety and best interests of children. The Senior Family and Relationship Counsellor provides advanced skills in responding to a wide range of complex relationship and social issues which include parenting difficulties, relationship breakdown, family and domestic violence, mental health, substance misuse, problem gambling, childhood trauma and abuse.

Position Responsibilities

- Ensure the provision of high quality, responsive counselling and groupwork (therapeutic and psycho-educational) interventions which respond to the needs of a diverse range of individuals, groups and communities at an advanced level reflecting competence in complex case matters.
- Promote client safety through universal holistic screening and risk assessment of complex relationship and social issues utilising the Detection of Overall Risk Screen (DOORS) tool.
- Ensure sophisticated and effective interventions through sound case formulation, planning, review and closure processes and appropriate reporting and referrals.
- Work collaboratively with other services to ensure coordinated case management support that is sequenced and tailored to the complex needs of clients.
- Engage clients affected by family violence (including children who experience or witness family violence) including those who use violent behaviours in their relationships to change.
- Initiate, be responsible for and support colleagues in various tasks that ensure effective intervention such as accurate record keeping/note taking; provision of education and community information; participation in case conferences; and comprehensive knowledge of local service and referral options for clients.
- Maintain and share a comprehensive knowledge of local service and referral options for clients.
- Ensure sophisticated interventions in complex cases based on current clinical evidence and therapeutic practices.
- Proactive engagement in supervision and provide practice supervision to students on placement and employees as required that clearly articulates the relationship between theory and practice.
- Collaborate with others and exercise initiative in the provision of culturally relevant services at RASA and bring considerations of culture to counselling practice.

- Participate within Information Sharing Guidelines (ISG) and Family Safety Framework (FSF) where relevant and abide by the principles associated with confidentiality.
- Provide professional education to others and assist with curricular development as required.

Qualifications and Experience

Essential

- Tertiary qualification (AQF level 8) in social work, psychology, counselling or related discipline.
- Extensive experience working with individuals, couples and families in a therapeutic context.
- Proven experience in providing counselling to those affected by Family and Domestic Violence including children and those using violence in relationships.

Desirable

- A post graduate (AQF level 9) qualification in social work, psychology or counselling.
- Proven experience facilitating therapeutic Family and Domestic Violence behaviour change groups.

Skills, Knowledge and Abilities

- Ability to understand and explain RASA policies to staff and clients in an appropriate manner.
- Sophisticated ability to monitor, evaluate and develop own clinical work and provide advanced skills and mentoring to staff in their clinical practice.
- A sophisticated understanding and advanced skills in responding to adverse childhood experiences including Family and Domestic Violence, child abuse and neglect, institutional or Out of Home Care, and associated trauma impacts that reflect cultural and intergenerational contexts.
- Sophisticated understanding of the psychological, social, gendered and political nature of Family and Domestic Violence; family violence behaviour change and a proven ability to work within a framework that prioritizes safety.
- Advanced skills to work with families and children dealing with Domestic and Family Violence and its effects, including a willingness to engage with perpetrators and facilitate therapeutic behaviour change groups.
- Demonstrated commitment to culturally competent practice and ability to work and communicate effectively with a wide range of people from different cultural backgrounds and to respond sensitively and appropriately to people in a variety of situations.
- Proven ability to work effectively with complex cases and family dynamics and promote improved safety, self-determination and positive change for individuals and families.
- Operate with initiative and motivation and work under minimal direction to set goals and to work to deadlines.
- Advanced level of oral and written skills and sophisticated ability to clearly articulate the relationship between theory and practice in clinical work.
- Demonstrate a high level of interpersonal skills, including sensitivity, diplomacy and the ability to negotiate effectively.

- Advanced knowledge of current evidence based therapeutic practices such as family therapy, narrative therapy, strength based therapies, behavioural therapies (eg DBT or CBT) and trauma informed practice consistent with RASAs practice approach.
- Advanced ability to contribute to practices to improve and enhance organisational functioning.

Requirements

- Current valid driver's licence
- A satisfactory DHS Working with Children Check
- A satisfactory National Criminal History Check
- Flexibility to work evening shift, extra hours/days to cover leave and other contingencies
- Ability to adapt and perform duties as required by changing program needs.

Work Health and Safety

- Demonstrate safe work practices for personal health and safety and the health and safety of others in line with Work, Health and Safety requirements.
- Comply with any reasonable instruction that is given by RASA and co-operate with any reasonable policy or procedure of RASA relating to health or safety in the workplace.

Direct reports

N/A

Values and Behaviours

The values and behaviours expected of RASA staff are outlined in the RASA Values, Ethics and Principles statement and the RASA Shared Behaviours statement. The duties outlined in this position description are to be read in conjunction with these statements along with the values outlined below.

Diversity	<p>We believe that human diversity contributes to a rich and vibrant society.</p> <p>We recognise the importance of culture in the lives of individuals and value cultural diversity.</p> <p>We believe in each person's expression of their spirituality and the importance of all religions.</p> <p>We respect the diversity of relationships between and in individuals, families and communities.</p>
Respect	<p>We believe in the unique and innate worth of all individuals.</p> <p>We value the right of all people to live in safety and be treated with respect.</p> <p>We support an equitable, just and non-discriminatory society.</p> <p>We believe in the importance of living in harmony with our environment.</p>
Belonging	<p>We recognise the importance of a sense of connection and belonging in people's lives.</p> <p>We value the importance of caring and loving relationships for couples, families, kin and friends.</p> <p>We believe in the importance of positive and supportive relationships with the local community, between communities and in workplaces.</p>
Learning	<p>We believe that people should have the opportunity to learn and change throughout their lives.</p>

We value people's right to make choices and learn from their experiences.
We believe in the importance of working and living together and learning from each other.

Acknowledgement

I have read, understood and accept the position as documented in this position description.

Employee Name:

Signature:

Date:
