



Therapeutic Clinician – Carer Training and Support

Family Based Out of Home Care

Salary Range \$97,397 to \$101,804

Aboriginal and Torres Strait Islander people are strongly encouraged to apply.

Your new employer

Aboriginal Family Support Services is a lead Aboriginal Community Controlled Organisation (ACCO) providing services to Aboriginal families and communities across South Australia for over 40 years.

Your new role

As part of the team based in metropolitan Adelaide, the Therapeutic Clinician – Carer Training and Support delivers state-wide, culturally responsive service model that provides for the assessment, training, advocacy, support and referral services to Kinship, Foster and Specialist carers who are caring for Aboriginal and Torres Strait Islander children and young people.

We are looking for someone who:

- Can contribute to the development of the organisations therapeutic practice model
- Can provide therapeutic support to families caring for children with complex needs.
- Can be apart of developing a cohesive and multidisciplinary team
- Has a strong commitment to social justice.
- Is energetic and engaging.
- Can persevere in the face of adversity.

To be successful you will need:

- A current South Australian Driver's License
- Safe Environment – Though Their Eyes (formerly Child Safe Environments)
- A South Australian Working with Children Check (WWCC)
- A NDIS Worker Check
- A National Police Check
- A minimum Certificate IV in a relevant area of study and appropriate demonstrated knowledge and competencies
- Unrestricted eligibility to work in Australia

Do not have a WWCC? You can apply on-line at www.screening.sa.gov.au

Working in a not-for-profit agency you can salary sacrifice to increase your take home pay.

If this sounds like you scroll down to view the Job & Person (J&P) Specification

Tell us in a 2-page cover letter (that addresses the Key Result Areas in the J&P) why you're a good fit for this job and send this with your resume to recruitment@afss.com.au

For more information, please contact Ilana Armon on 0409 886 290 (9am-5pm Mon-Fri)

Applications close at 9am on Saturday 2 November 2024

We look forward to receiving your application, however if you do not provide a 2-page cover letter addressing your skills and experience against the Job and Person Specification, we are unlikely to consider your application. AFSS reserves the right to commence interviews prior to closing date and may fill the roles if suitable candidates are identified.

Previous Applicants need not re-apply



Aboriginal Family Support Services

Job and Person Specifications

Position Details	
Position	Therapeutic Clinician – Carer Training and Support
Program	Family Based Out of Home Care
Classification	Social, Community, Home Care and Disability Services Industry Award 2010 Level 5
Hours	Part time
Hours per week	30.4 hours per week
Duration	Ongoing
Fixed term / maximum term end date	Not applicable.
Location	Metro-Adelaide
Reporting Relationships	<p>The Therapeutic Clinician reports directly to the Family Based Out of Home Care Managers, who reports to the Senior Manager, who reports to the Chief Executive.</p> <p>This position sits within the Family Based Out of Home Care team, alongside Specialist Practitioners and Cultural Consultants. To support the Carer Liaison and Assessment staff to best support carer households.</p>
Effective date	August 2024
Funding Sources	Department of Child Protection, South Australian Government
Mandated Notifier	Aboriginal Family Support Services provides residential care services for children, and the incumbent, like all employees, is a Mandated Notifier as prescribed by the Children and Young People (Safety) Act 2017 (SA).



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Program Overview	
<p>AFSS is committed to ensuring relevant and appropriate therapeutic services and support are provided to families caring for Aboriginal children and young people living in Family Based Out of Home Care. This includes Aboriginal Kinship Care, Foster Care and Specialist Care.</p> <p>An important part of this work is to continually develop our carers skills and knowledge to ensure a therapeutic home environment with best practice and to ensure AFSS provide the best support to our carer households.</p>	
Position Objectives	
<p>AFSS Family Based Out of Home Care, delivers a state-wide, culturally responsive service model that provides for the assessment, training, advocacy, support and referral services to Kinship, Foster and Specialist carers who are caring for Aboriginal and Torres Strait Islander children and young people. The role of Therapeutic Clinician -Carer Training and Support is to provide specialist therapeutic support, training and interventions to our Family Based Out of Home Care households caring for children in out of home care environments. Collaboratively assist in developing therapeutic and trauma informed training and resources relating to the needs of the children and families in Family Based Out of Home Care to adhere to best practice.</p> <p>The objective of the Family Based Out of Home Care Therapeutic Clinician position is to provide support to our carers by:</p> <ul style="list-style-type: none"> • Developing and facilitating trauma responsive programs and training • Provide advice and support within households to support the best outcomes for households. • Build strong relationships with key stakeholders to create a collaborative approach in responding to Carers and Children & Young People’s needs. 	
Job Specifications	
Key Result Areas	<p>The Key Result Areas outline the key expectations of the incumbent. They align with the requirements of the AFSS Board and Chief Executive’s strong commitment to Aboriginal children and young people maintaining cultural connections. They also align with the DCP Service Agreement and with AFSS Strategic Plan. The Therapeutic Clinician will be required to participate in regular supervision against each of the Key Result Areas as detailed below.</p>
<u>Key Result Area One</u>	<p>In close consultation with AFSS Family Based Out of Home Care Managers , Practitioner, Cultural Consultants and the Family Based Out of Home Care team,</p>



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<p>Therapeutic Responsiveness & Practice</p>	<p>the Training and Therapeutic Practitioner will ensure the development of carer competency and development.</p> <ul style="list-style-type: none">• Ensuring using the strength of Aboriginal Cultural considerations and practises are at the centre of all supports and decision making.• Contribute to the development of trauma-responsive organisational policies, procedures and program structures.• Contribute to the development of the organisation’s therapeutic practice model, including therapeutic practice tools, training and resources.• Maintain commitment to ongoing professional development to remain current with evidence informed practices and approaches to therapeutic care relevant to Family Based Out of Home Care• Provide consultation and support to teams regarding reflective practice, applying evidence-based therapeutic practice approaches, developing support plans and responding intentionally to the wellbeing needs of the carers and families.• Assist in sourcing and developing best practice resources, training, and tools relating to the needs of children and families in care, including trauma, attachment, complex medical needs, challenging behaviours, disability and developmental challenges.• Develop and maintain positive and professional relationships with Department for Child Protection, any external agencies and other key stakeholders.• Provide specialised support at NDIS and school meetings.• Provide therapeutic input into all carer reviews and carer assessments.• Attending home where there is the potential of placement breakdown to provide advice and practical support options for behaviours of concern – this may include functional behaviour assessments, research and education on behaviour cycles and offering advice on best practise and non-restrictive behaviour support practises families can use within home to support ongoing successful placements
<p><u>Key Result Area</u> <u>Two</u></p> <p>Facilitating Training and Program Delivery</p>	<p>In consultation with Family Based Out of Home Care managers, AFSS programs and other relevant agencies:</p> <ul style="list-style-type: none">• Provide intensive therapeutic support to families caring for children with complex needs.• Coach and guide families with practical face to face support to overcome barriers and gain success in meeting their children’s and their own support needs.



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	<ul style="list-style-type: none"> • Organising and facilitating carer engagement activities such as webinars, forums and information sessions with the support of the team. • Support carer families to develop and enhance their reflective skills. • Provide families with psychoeducation and evidence-based resources regarding their child's needs, therapeutic parenting strategies, vicarious trauma and self-care. • Planning, developing and facilitating therapeutic carer connect and support groups. • Leading the development and delivery of high standard competency-based Foster and Kinship carer training. • Successful applicant will be required to attend train the trainer to provide and facilitate 1:1 and group accredited trainings including TCI, training designed to increase staff knowledge of caring, culture and therapeutic practice as well as anything else AFSS may require.
<p><u>Key Result Area</u> <u>Three</u> Professional and Client Engagement</p>	<ul style="list-style-type: none"> • Be apart of further developing a cohesive and multidisciplinary team by actively participating in all team meetings, reflective practices, staff development and reviews. • Participate and engage in trauma informed and cultural supervision. • Provide bi-monthly report on workflow and outcomes. • Attend and participate in all relevant meetings relating to family-based carers and children and young people in care. • Proven ability to demonstrate a high level of interpersonal skills that create and foster networking consultation and interaction with carers, Children & Young people and professionals in a range of complex and sensitive situations.
<p><u>Key Result Area</u> <u>Four</u> Administration and Transparency</p>	<p>Actively manage the completion of administrative tasks including data reporting and the use of AFSS processes and tools to manage workloads and priorities:</p> <ul style="list-style-type: none"> • Submitting high quality quarterly reports that are factual, clear and concise and adequately respond to the information required by the funding body. • Ensuring that all clients contact, and engagement is appropriately documented and recorded on AFSS data collection systems (and other data systems as required) • Making use of the appropriate time keeping processes at AFSS including the Attendance System and the use of Outlook Calendar to record daily movements, meetings and other work-related commitments. • Ensuring that Leave Forms and supporting documentation (Medical Certificates or Statutory Declarations) are lodged within appropriate timeframes.



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	<ul style="list-style-type: none"> • Provide a monthly report to the manager around all case consultation, direction, and outcomes.
<p>Key Result Area Five</p> <p>Service Excellence and Continuous Improvement</p>	<p>Maintain and model an ongoing commitment to continuous improvement in the provision of services to internal and external customers by:</p> <ul style="list-style-type: none"> • Assisting with development and implementation of carer retention initiatives. • Actively demonstrating a commitment to Service Excellence across AFSS • Demonstrate the ability to function autonomously when required as well as a strong focus on teamwork. • Abiding by AFSS policies and procedures and Strategic Plan • Participating in continual improvement processes across all levels of AFSS • Act as an ambassador for AFSS during all interactions with clients, communities, partner agencies and services.
<p>Person Specifications</p>	
<p>Physical Requirements</p>	<ul style="list-style-type: none"> • This position is held in an accommodation house that includes a staff office and requires the ability to operate standard equipment and keyboards. • While performing the duties of this job, the employee may be regularly required to sit, stand, walk, talk, see, and hear. • Performing administrative duties that require use of a phone, computer, monitor, keyboard, and mouse. • Standing or sitting for periods as required. • Speaking clearly so listeners can understand. • Undertaking light manual tasks that may involve forward or backward bending/twisting at the waist, pushing, pulling, lifting light objects, including shopping bags etc. • Driving an AFSS vehicle, in accordance with WHS requirements below.
<p>Psychological Requirements</p>	<ul style="list-style-type: none"> • Self-management – Ability to plan, Prioritise and organise your workload in a way that contributes to successful outcomes. • Able to remain calm whilst managing multiple tasks effectively. • Ability to adapt and respond appropriately in changing situations or when under pressure. • Be able to work under tight deadlines. • The employee must maintain emotional control under stress. • Ability to appropriately communicate with staff at all levels. • Ability to display a positive and helpful attitude. • Ability to take initiative, work independently and work with minimal supervision.



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	<ul style="list-style-type: none"> • While performing the duties and responsibilities, needs to execute a set of manners, behavioral disposition, and etiquette. • Able to focus and be productive. • Excellent problem-solving skills and attention to detail. • Effective time management • Leadership requires wide range of Psychological Skills Including Strategic Thinking, Problem Solving, Communication and emotional Intelligence. • Problem-solving skills - Identify the problem and generate possible solutions.
Qualifications	<p>A qualification in an appropriate social science discipline such as Social Work, Behavioural Sciences, Community Services, Youth Services, and related fields are desirable but not essential.</p>
Experience	<p>It is essential that the successful incumbent has:</p> <p>It is desirable that the successful incumbent has:</p> <ul style="list-style-type: none"> • demonstrated experience in Out of Home Care sector. • advanced skills in providing intensive trauma-informed support to families caring for children with complex needs. • Sound knowledge/experience of the foster care system and issues facing foster carers. • Working with children with disability or behavioural complexities.
Skills	<p>It is essential that the successful incumbent has:</p> <ul style="list-style-type: none"> • Demonstrated ability to work and effectively communicate with children, carers and stake holders in a trauma informed manner. • A high level of interpersonal skills and relationship building attributes. • A high level of Aboriginal Cultural Competence <p>It is desirable that the successful incumbent has:</p> <ul style="list-style-type: none"> • Demonstrated ability to be effective in oral and written expression including the presentation of training and workshop material. • A degree level qualification in disability, psychology or other allied health
WHS	<p>AFSS is committed to WHS across all activities and program areas and all employees are required to actively participate in WHS policies, practices, and procedures.</p> <ul style="list-style-type: none"> • Ensure understanding of and compliance with all current organization policies, procedures, and work practices relevant to workplace Health, Safety and Welfare in the workplace.



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	<ul style="list-style-type: none"> • Take personal responsibility for adopting safe work practices in all activities undertaken including ensuring no activities undertaken will adversely affect the health, safety, and welfare of other persons. • Obey all reasonable instructions in relation to health and safety at work. • Participate in the development of site and agency-based policies and procedures where required. • Follow the procedure regarding the use of AFSS vehicles in the workplace • To drive safely, in accordance with Australian Road Rules, SA (or other state if applicable) • To assist in maintaining AFSS vehicles in a safe condition, to conduct visual vehicle inspections, report suspected or unsafe vehicle conditions and to demonstrate safe driving practices to other road users. • All AFSS employees have an obligation to always work safely and not endanger their own well-being or the well-being of others. This includes employees at AFSS as well as members of the public. Furthermore, all employees are obligated to report any hazardous circumstances or potentially hazardous circumstances as soon as they become aware of them. <p>The incumbent must be fit to undertake the tasks of their role and be able to maintain this throughout their employment and will be required to report any condition, physical or psychological, or medication that impact their capacity to safely fulfil their role.</p>
<p>Knowledge</p>	<p>An in-depth knowledge and working understanding of Aboriginal communities across South Australia and the issues faced by Aboriginal children, young people, families, and communities.</p> <ul style="list-style-type: none"> • It is desirable that the successful incumbent has sound knowledge and understanding of relevant legislation impacting on AFSS work, including the Children and Young People (Safety) Act 2017, Young Offenders Act, Family and Community Services Act, and Adoption Act. <p>Therapeutic Crisis Intervention training or facilitator accreditation.</p>
<p>Travel</p>	<p>Intrastate regional travel is a central part of this role and includes a requirement to fly on smaller planes (REX and Sharp).</p>
<p>Licences / Screening</p>	<p>This position requires the incumbent to hold and maintain:</p> <ul style="list-style-type: none"> • Valid and full South Australian Driver’s Licence • Safe Environments for Children and Young People Certificate • Working with Children Check • NDIS Worker Screening Check clearance • National Police Check



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General	The above is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall business objectives of the organisation.
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Acceptance of Job and Person Specifications

Employee

Name:	
Signature:	
Date:	