



Position Description

Position Title	Family Therapist , REPAIR program
Classification & Stream (if applicable)	1FTE, 12 months
Division	Social, Community, Home Care and Disability Services Award Level 6
Reports to	The Crossroads Network, State Social Command Victoria
Date	Team Leader, REPAIR program
	May 2017

Primary Purpose of the job	Counselling within a systems framework to children, young people, couples and families utilising strengths based, solution focussed, system and relationally centred therapy.
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About (The Network / Program)	<p>The REPAIR program is a demonstration project delivered through a partnership between The Salvation Army Crossroads Network and The Salvation Army Westcare.</p> <p>The REPAIR program will provide children and young people who have experienced the trauma of family violence with a range of individual and group delivered therapeutic interventions, tailored to their individual recovery needs.</p> <p>Based in Melbourne's North and North West, the program focus is on those children and young people who are:</p>
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- in continuing/leaving care
- first timers in out of home care
- accompanying women in family violence refuges

A project team of four staff will deliver the REPAIR program in collaboration with a range of specialist therapists who will be engaged on an as needs basis. The REPAIR team has a target of providing tailored individual therapeutic plans for 80 young people over a 12 month period, each with a minimum three months engagement in the program. The REPAIR team will work closely with the young person's case manager to optimise engagement with therapies and monitor progress with individual therapeutic plans.

About The Salvation Army Australia	The Salvation Army Australia Mission Statement: The Salvation Army is a Christian movement dedicated to sharing the love of Jesus. We share the love of Jesus by:
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- Caring for people
- Creating faith pathways
- Building healthy communities
- Working for justice

The Salvation Army Australia Values Statement: Recognising that God is already at work in the world, we value: Integrity, Compassion, Respect, Diversity and Collaboration.

We commit ourselves in prayer and practice to this land of Australia and its' people, seeking reconciliation, unity and equity.

Expected Outcomes

- Provide quality support and therapeutic service to children, young people and their families.
 - Develop innovative methods of working therapeutically with children, young people and their families including individual therapy, couple therapy, family therapy and group work.
 - Participate in the intake of new clients.
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Scope

The Family Therapist is part of a small team of four dedicated staff that includes two family violence specialists or 'navigators' and a Team Leader. The program has an overall target of 80 young people participating in the program over a 12 month period, each with an individual therapy plan. The role will provide a mix of individual Family Therapy sessions as well as co facilitate group work other team members. The position has no reports.

Qualifications and Experience

- Tertiary qualification in social work, psychology or other related discipline
 - Post-graduate qualification and/or training in Family Therapy
 - Minimum three to five years' practice experience as a Family Therapist
 - Professional expertise - Demonstrated experience and expertise in assessment, formulation and counselling interventions with individuals, families and groups, referring appropriately and conducting closures to achieve quality outcomes.
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Capabilities

Specialist Competencies

Clinical

- expertise around presenting issues and assessment of needs
- can quickly establish rapport, respect and trust with clients;
- able to understand complex and diverse clients and ensure equitable, responsive and quality service to all
- demonstrates a high level of professionalism and is able to maintain confidentiality;
- ability to self-care

Interpersonal and Communication Skills

- ability to promote the service in a range of forums and inspire confidence through the timely resolution of enquiries or work requests;
- be adaptable in difficult situations;
- demonstrate a high level of effective verbal and written skills in dealing with people at all levels including the skills to use information technology, Microsoft applications and data bases for communication, reporting, evaluation and data collection

Knowledge

- excellent knowledge of key issues related to family therapy;
- knowledge of family systems, couple therapy methods, and individual approaches; knowledge of legislation relevant to the service

Teamwork

- works collaboratively with program and network colleagues to accomplish program goals and reinforce the vision;
- respects the needs and contributions of others for quality service delivery

Personal Attributes

- Self-awareness – ability to understand oneself, to appreciate difference and to build sustainable professional relationships with stakeholders at various levels.
- Encourage and support workplace harmony
- Flexibility – always developing – able to work successfully in a changing environment, accept new challenges and continually strive for improvement

Job Competencies

- Maintain a professional standard of behaviour and the confidentiality of all information pertaining to clients and ensure compliance with relevant legislation and the organisation’s Code of Conduct.
- Perform other duties/tasks as delegated by the Team Leader.
- Working within a systemic framework
- Working as part of a team as well as independently
- Good case management, self-management and organisational skills
- Excellent interpersonal and communication skills – including verbal and written abilities
- Administrative and organisational skills including computer literacy

Requirements of the role

- A national (and international as necessary) police record check is required
- Eligibility for membership of appropriate Professional body
- A current and valid Working with Children Check
- A current Victorian Drivers licence

Signatures

Employee Name:	Signature	Date
Manager Name:	Signature	Date