



## BARWON CENTRE AGAINST SEXUAL ASSAULT POSITION DESCRIPTION

<b>Title</b>	Clinical Practitioner
<b>Classification</b>	SCHADS Award level 6.3
<b>Employment Type</b>	Fixed Term (15 Months)
<b>Reports to</b>	Clinical Supervisor
<b>Work Location</b>	Geelong
<b>Date of review</b>	May 2017

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### ORGANISATIONAL OVERVIEW

Established in 1978, the Barwon Centre Against Sexual Assault (Barwon CASA) is a specialist sexual assault and family violence service with office locations in Geelong and Horsham. Recently Minerva Community Services (Minerva) merged with Barwon CASA. The new organisation will operate under a new name in 2017.

The new organisation will strengthen and further enhance the services offered to clients and improve the effectiveness of both organisations in an external environment that is characterised by change and that is likely to offer new opportunities as a result of the Royal Commission into Family Violence.

Services provided by our organisation include crisis support, case management, specialist counselling and secure housing for women and children who have experienced family violence; specialist counselling to adults, young people and children who have experienced sexual assault either recently or in the past and to their non-offending parents, partners, family and friends; 24-hour crisis care for victims of recent sexual assault, including advocacy and access to medical care and justice services.

Our organisation holds a strong commitment to the prevention of gender based violence and we offer support for respectful relationship programs and promote gender equality to address violence supportive attitudes and cultures. The organisation also provides an early intervention service for children and young people under the age of 15 who have engaged in problematic or abusive sexualised behaviours.

Our service models are informed by feminist philosophy and we provide empowering, respectful and inclusive services and are committed to practice excellence. We offer community education and professional development and specialised training across the sector on the prevention of and response to gender based violence. This has included international learning exchanges.

Barwon CASA is an incorporated not for profit community organisation governed by a Board, with membership comprising prominent local corporate, government and academic representatives and community members. Funding is largely provided by the Victorian Department of Health and Human Services. We employ over 70 staff across the Barwon and Wimmera Districts.

We value our staff and strive to offer a positive, flexible and respectful workplace. We encourage continuous learning, growth and development and seek to achieve excellence in outcomes and organisational objectives.

Barwon CASA is a partner in the Barwon Multi-Disciplinary Centre (MDC) based in Geelong. The Barwon MDC is a highly successful model of co-location between CASA, Victoria Police, Sexual Offences and Child Abuse Investigation Team (SOCIT) and staff from Department of Health and Human Services, Child Protection. In this specialised model partner organisations work to support adult and child victims from first disclosure of sexual assault to investigation and criminal prosecution. Children who have experienced

serious physical abuse are also supported within the MDC. MDCs provide highly specialised support and coordinated access to justice within an integrated, seamless environment.

## **VISION AND PURPOSE**

Our vision is for a community free from family violence and sexual assault, and a society underpinned by the principles of gender equality, social justice and human rights.

Our purpose is:

- To provide services underpinned by feminist philosophy that are empowering, respectful and inclusive and which address barriers to service access.
- To provide high quality sensitive and responsive services to women and children who have experienced and been impacted by family violence and to people who have experienced and been impacted by sexual assault.
- To design and implement effective evidence based prevention of violence against women and gender equality programs and initiatives.
- To contribute to the evidence base and social policy frameworks which inform effective service provision
- To contribute to the systematic and social change necessary to eliminate family violence and sexual assault.

## **POSITION REQUIREMENTS**

The Children and Mothers in Mind (CMiM) program is jointly provided by Children's Protection Society, Anglicare Victoria, Caroline Chisholm Society, Barwon CASA/Minerva, Merri Outreach Support Services, McAuley Community Support for Women, Vincent Care and Quantum Support Services in collaboration with the University of Calgary, the Toronto Child Development Institute and Connections Toronto. Children and Mothers in Mind is an early intervention program for mothers and children 4 years and under who have experienced family violence.

The CMiM Program will support mothers and young children to recover from the impacts of family violence, improve developmental outcomes for children, increase parenting capacity, support and rebuild the mother-child attachment and bonding, decrease mother and child isolation and ultimately ensure the health, safety and wellbeing of the mother and child. The program consists of a 22 week, empirically-based, manualised group parenting intervention for mothers and their children.

The Children and Mothers in Mind Clinical Practitioner will be responsible for the facilitation of the CMiM program, undertake individual assessments of women and their children undertaking the program, provide therapeutic assessments and case management to women and their children, and collaborate with stakeholder services involved with the client to manage any risks associated with the participants.

### **1. Direct Service**

- 1.1 Co-facilitate the 22 week Children and Mothers in Mind intervention program with ongoing evaluation.
- 1.2 Liaise with relevant professionals involved with clients who are participating in the Children and Mothers in Mind program and work directly with families to link them into other services if necessary to ensure safety for vulnerable family members.
- 1.3 Undertake ongoing assessments and prepare final reports for program participants.
- 1.4 Ensure development of practice tools, techniques and operations.
- 1.5 Provide high-level expertise and practice consistency, quality assurance and facilitate access to appropriate specialist expertise.
- 1.6 Conduct practice forums and shared learning activities and identify and facilitate targeted learning and development opportunities to achieve improved client outcomes.



**Barwon CASA  
Counselling  
Services**



- 1.7 Provide support and consultancy to ensure a high-quality response to clients and to maintain a strong collegiate relationship within the broader stakeholder network.
- 1.8 Identify and apply appropriate empirical research in forming interventions and develop innovative solutions to complex and difficult cases, drawing on a range of professional networks to identify gaps in case assessments

## **2 Organisational Responsibilities**

- 2.1 Maintain a caseload of 8 families throughout the program
- 2.2 Facilitate four 22 week CMiM group over the 15 months
- 2.3 Acquit CMiM brokerage monies as part of case planning
- 2.4 Actively participate in supervision as outlines in the organisational supervision policies and procedures
- 2.5 Actively participate in agency programs and quality audits
- 2.6 Completion of all program administration requirements, including group work templates, assessments, care plans, care plan reviews and case notes in a timely manner
- 2.7 Completion of data entry and statistical recording of work activities to meet funding requirements within required deadlines.

## **3. KEY SELECTION CRITERIA**

**Your application must address the following:**

### **Essential Qualifications and Experience**

- a. Tertiary qualification in Social Work, Psychology, Community Services, Counselling, Casework Practice or related field with eligibility for membership with relevant professional body
- b. A good understanding of the DHHS frameworks and the Child Protection System including the Best Interests of Case Practice Model and Framework; and the DHHS Assessing Children and Young People experiencing Family Violence: A Practice Guide for Family Violence Practitioners
- c. Common Risk Assessment Framework Training is desirable

### **Essential Skills and Knowledge**

- d. Experience in facilitating group work and other mother-child interventions with infants and younger children and an understanding of aspects of family violence including the gendered nature of family violence
- e. An understanding of the impact of family violence has on the mother-child relationship and the mental health and wellbeing of mothers, infants and young children
- f. A demonstrated understanding and skill in applying the relevant case practice models in understanding assessments, decision-making, planning and therapeutic interventions to respond to clients needs in a trauma informed manner
- g. An understanding of and commitment to supporting diverse communities (Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse, LGBTQI and people living with disability).
- h. Excellent time management and organisational skills with strong administration skills.

## **4. Other**

- Commitment to the vision, philosophy, aims and objectives of Barwon CASA.
- Commitment to continuous quality improvement and cultural equity in service delivery.

- Current Victorian Driver's Licence.

#### **5. Referees**

Applicants must provide the name and current contact details of three professional referees including the most recent or current supervisor.

#### **6. Period of Appointment**

This position is a fixed term position of 15 months

#### **7. Hours of Work**

The position is full time, the hours of work will be 38 hour per week over 5 days

Location of the position is at the Geelong office with the requirement to travel

Hours will usually be worked during business hours of 9.00 am to 5.06 pm. between Monday to Friday;

The days are based on the needs of the service;

Flexibility in working hours will be required from time to time as the need arises.

#### **8. Salary and Conditions**

Social Community Home Care and Disability Services Industry Award 2010 (SCHADS) (Modern Award)

Salary Packaging: Provided via Maxxia. PBI status with other expenses available to package above this cap.

Superannuation: Paid in accordance with superannuation legislation and *Barwon CASA Enterprise Agreement 2013* the Default Fund is First State Super or alternate fund Hesta.

Probationary Period - 6 months with a review conducted during this time. (if applicable)

#### **9. Employee Responsibility – Mandatory prior to commencement**

Employee expense :

- Valid Working with Children Check
- National Police Records Check – renewed every 3 years of employment at employee expense

#### **10. Other**

This position description is subject to review and may change in accordance with the needs of Barwon Centre Against Sexual Assault Inc, our operation, our clients and our stakeholders.

- **Applications will only be considered that provide a written response to Key Selection Criteria.**

Please forward application to [Humanresources@barwoncasa.org](mailto:Humanresources@barwoncasa.org) by close of business 19 June 2017