



## REFOCUS SENIOR CLINICIAN Position Description

<b>Classification:</b>	<b>Allied Health &amp; Professional Services Award</b>
<b>Position Fraction:</b>	<b>Full Time Position (EFT) REFOCUS Service</b>
<b>Location:</b>	<b>Based in: MDC and other outreach locations</b>

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### **APPLICATION INFORMATION**

- Application must include statements addressing each of the selection criteria listed. This is most important, as consideration for interview will be based on whether the essential requirements of the position are addressed within your application.
- Applications should include a current resume with 3 referees names and contact details.
- GCASA recognises, welcomes, and respects people of Aboriginal and Torres Strait Islander and diverse cultures, gender, sex, and sexuality.

***All applications are to be emailed and marked 'Confidential application for Refocus Senior Clinician emailed to:***

Jane Barr  
CEO  
Email : [ceo@gippscasa.org](mailto:ceo@gippscasa.org)

### **CLOSING DATE:**

If you have any further queries regarding this position, please contact: Kate Neocelous (Clinical Manager 51 343922 .

## **1. The Agency**

The Centre Against Sexual Assault Gippsland (GCASA) is an incorporated not for profit community organisation that is governed by a Board. Funding is received from the Victorian Government. We employ over 40 staff with qualifications ranging in family therapy, social work, psychology, psychotherapy. Our primary site is within the Morwell Multidisciplinary Centre, with offices in Bairnsdale and Warragul. GCASA outpost to Sale with Quantum Support Services in Sale and in Leongatha (Community College Gippsland).

Our services include inclusive, free, and confidential 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, carers, partners, family, and friends. We also offer a 24-hour crisis care response to victims of recent sexual assault and or family violence including crisis counselling, support and advocacy, medical support, and justice services.

GCASA provides a family focused, prevention and early intervention therapeutic service to children and young people under the age of 18 who have engaged in problematic or harmful sexualised behaviours in the REFOCUS Service. We provide comprehensive assessment, intervention, and treatment support for the young person within the context of their family. GCASA offers community education and development initiatives to support our vision and purpose.

We are committed to the development of a positive and supportive work environment and strive to provide a family friendly workplace with flexible working arrangements. We provide clinical supervision, encourage continuous learning, and comprehensive professional development opportunities. Our focus is on being an employer of choice with excellence in achieving client outcomes and organisational priorities.

GCASA is a lead partner in the Morwell Multi-Disciplinary Centre (MDC). In the MDC we are co-located with Victoria Police, Sexual Offences and Child Abuse Investigation Team (SOCIT); Child Protection staff - Department of Families, Fairness and Housing (DFFH); Victims Assistance Program and Community Health Nurse from Latrobe Community Health. In this specialised model, partner organisations support child, young people, and adult victims from first disclosure of sexual assault to criminal prosecution.

We uphold a feminist philosophy, and our aim is to provide an empowering, respectful, and culturally sensitive services and respect intersectionality across all levels of our practice.

GCASA is an equal opportunity employer committed to diversity and social inclusion. We welcome applications from culturally and linguistically diverse backgrounds, including those from Aboriginal and/or Torres Strait Islanders, people living with a disability and people who identify as LGBTIQ+.

## **2. The Role of the CEO**

The CEO has responsibility for co-ordination of the work of the Agency, and oversees, with Board direction, the overall operations. All Agency staff members are accountable to the CEO.

## **3. Your Agency Relationships**

### *Report relationship*

This position is accountable to the Clinical Manager / CEO to the Board of Governance, for conduct of all clients related work, through supervision, periodic reviews, Agency meetings and other activities.

### *Relationships with other staff*

Develop and maintain co-operative working relationships with all staff of GCASA. Share resources and knowledge seek assistance when needed and be open to different perspectives.

### *Organisational Culture*

Every employee authentically demonstrates GCASA values of Respect, Empowerment, Dignity, and Integrity in their daily behaviours and interactions within their workplace and in the community. GCASA is an organisation committed to the continual learning and development of our employees. Our service models are dynamic; evolving and informed in line with developments in practice and research, and our organisational values. The CEO and the Clinical leadership team support employees in their personal and professional development. All GCASA staff take responsibility for their actions within the workplace.

### *Internal and external Stakeholders*

GCASA is co located across a range of locations. Our external relationships extend to our partners, who include Victoria Police Sexual Offence Investigation Team, Department of Families, Fairness and Housing - Child Protection (CP) team. This role will also consult with family violence services, mental health, schools, and other community and allied health services and continue the development of stakeholder relationships. It is the expectation that all GCASA staff members actively established and develop relationships with our key stakeholders to improve outcomes for our clients.

## **Position Overview and Accountabilities: REFOCUS - SENIOR CLINICAN**

The role of Senior Clinician – Refocus Service has primary clinical oversight and supervision to a team of Counsellor / Advocates specialising in sexual assault counselling to children, young people and their families/care adults who have experienced sexual assault and to their non-offending family or friends, and to children and young people who present with problematic and or harmful sexual behaviours.

This position has a primary focus on therapeutic service development in the context of GCASA Clinical Governance Framework and the integration of clinical practice for Clinical Supervision.

The position is based in Morwell Victoria and will be required to provide outreach services across the Gippsland Region and to Bairnsdale.

## **1. Direct Service**

This position has oversight of the following:

- 1.1. The leadership and provision of therapeutic counselling and advocacy for children and young people who present with problematic and harmful sexual behaviours.
- 1.2. Ensure initial assessment and review of children and young people referred to the REFOCUS Service, in the context of their families and or care support. The Refocus assessment framework includes psychological, social, cognitive, medical needs, family relationships, risk factors and risk identification and safety management to ensure a high quality service provision.
- 1.3. Lead and cultivate positive team cohesion, service development and support the professional development of Counsellor /Advocates.
- 1.4. Provide advocacy and support for our clients within their family and service system including but not limited to, police, justice, medical, educational, child protection, community services and family support services.
- 1.5. Provide advice and secondary consultation to other professionals and organisations in relation to harmful sexualised behaviours, sexual assault and family violence and collaborate proactively with peers to achieve positive client evidence-based outcomes.
- 1.6. Monitor and maintain appropriate systems and governance of client records and statistical requirements and provide professional reports as required to manage case load requirements.
- 1.7. Ensure quality service provision by consistent review of client goals and intervention progress and service outcomes to ensure the continuity of quality service is evidenced.
- 1.8. Offer presence and develop effective relationship to support referrals and enquiries received from professionals, GCASA's MDC partners and maintain networks with relevant professional groups and community-based organisations.

## **2. Organisational Responsibilities**

- 2.1. Attend and provide regular clinical supervision and line management to develop clinical practice, ensuring quality client outcomes, assess and manage client risk, manage potential impacts of the work on personal well-being, and ensure administrative requirements of the role are managed.
- 2.2. Promote observation of the policies and procedures of the organisation.
- 2.3. Comply with relevant social and legal policy, as required.
- 2.4. Participate and report in Referral review and Allocations Meetings, Team Meetings, Clinical Governance Meetings, Case study presentations, peer reflective practice and Community of Practice sessions and professional development.
- 2.5. Contribute to research and presentations, including but not limited to conferences, training and journal articles regarding GCASA practice.
- 2.6. Plan your time effectively to manage competing demands ensuring you meet the requirements of the role.
- 2.7. Participate in other activities and meetings relevant to GCASA.

#### **4. Key Selection Criteria**

1. Degree level qualification or equivalent certification from a nationally accredited provider in family therapy, social welfare, counselling, social work, psychology, creative arts therapies, or community mental health nursing and a minimum of 2 years recent supervisory experience working within a Therapeutic service.
2. Knowledge related to the incidence and impact of sexual assault, as well as an understanding of the gender dynamics that support the occurrence of sexual assault.
3. Knowledge and understanding of the contributing factors of problematic and harmful sexualised behaviours.
4. Demonstrated understanding and experience with providing / guiding clinical assessment including case formulation, the provision of therapeutic recommendations and goal and intervention planning, review and closure in a supervisory role.
5. Demonstrated understanding and application of theoretical frameworks underpinning trauma – informed counselling for children, young people (including an understanding of child development theory) and adults, including feminist empowerment philosophy and social inclusion theory.
6. Well-developed client record keeping capacity, including case noting, case load management, administrative and time management skills, and the ability to multi-task and use a broad range of computer and IT skills.
7. Demonstrated skills in developing team communications, working practices, and fostering positive workplace culture.

#### **5. Other**

The successful applicant will be appointed for a six-month probationary period during which time, regular clinical and line management supervision is provided. At the conclusion of this period a performance review will be held with the Clinical Manager and Senior Clinician (Supervisor); after which, a decision will be made to offer ongoing employment or to cease employment with the Agency.

The successful applicant will:

- Be willing to travel across the region to work from GCASA office locations as required.
- Be willing to Melbourne for professional development as required.
- Hold a current Victorian driver's licence.
- Hold a current Working with Children's check.
- Provide current National police check.
- Be available to work Wednesdays to attend Team & Community of Practice Meetings.
- Provide and partake in Clinical Supervision.