

## Counsellor, Rural New Street Adolescent Service

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### POSITION DESCRIPTION

|                              |  |
|------------------------------|--|
| <b>Position Title:</b>       | Counsellor, Rural New Street Adolescent Service  |
| <b>Division:</b>             | Clinical Operations  |
| <b>Geographic Location:</b>  | Tamworth, NSW  |
| <b>Various Awards:</b>       | 1. NSW Health Service Health Professionals (State) Award<br>2. Health and Community Employees Psychologist (State) Award |
| <b>Vaccination Category:</b> | A<br>Category A - immunisation status must be checked at interview.  |
| <b>Reports To:</b>           | Clinical Coordinator   |
| <b>Together With:</b>        | Senior Clinician and Counselling and Admin staff in Tamworth and Newcastle   |
| <b>Direct Reports:</b>       | Nil  |

### PURPOSE OF POSITION

Provide therapeutic services to clients of Rural New Street Adolescent Service - children and young people (aged 10 – 17 years) who have sexually abused, and the families of those children and young people.

Contribute to increasing the appropriateness and effectiveness of Rural New Street Adolescent Services for the Aboriginal and Torres Strait Islander community

### KEY ACCOUNTABILITIES

1. Provide counselling to children and young people (aged 10-17) who have sexually abused, and to the families and carers of those children and young people, with a particular focus on children and young people in out of home care and utilising individual, group and family therapy as appropriate.
2. Participate in assessments of children and young people and their families and carers referred to the Program.
3. Provide an outreach service as required to meet service demands. This will

necessitate afterhours work and overnight stays (minimum one night/fortnight).

4. Maintain active and ongoing engagement of Aboriginal communities and agencies.

5. Contribute to increasing the appropriateness and effectiveness of Rural New Street Adolescent Services for Aboriginal and Torres Strait Islander communities

6. Contribute to ensuring a culturally safe workplace for Aboriginal and Torres Strait Islander staff, partners and clients

7. Maintain up-to-date file notes of sessions, inter-agency liaison, phone calls, meetings or other activities which relate to direct client contact and keep client files up to date on CHIME. Maintain statistical records as required and provide information to the Clinical Co-ordinator as directed.

8. Conduct written reviews of progress of Program participants within timeframes determined by the Program and participate in regular case reviews of client progress.

9. Keep Clinical Coordinator updated with progress of children, young people and their family in relation to their adherence to their safety plan or plan for counselling.

10. Participate in individual and group supervision at Rural New Street with specific learning and development goals, timeframes for review and written contract.

11. Participate in the development, review and evaluation of services.

12. Maintain appropriate inter-agency liaison relevant to clients or agency relationships.

13. Maintain full registration as a Psychologist within New South Wales and annually produce evidence of this OR maintain eligibility for membership of the Australian Association of Social Workers (AASW).

14. Maintain accreditation at the appropriate level with the "NSW Child Sex Offender Counsellor Accreditation Scheme" administered by the NSW Commission for Children and Young People.

15. Maintain active participation in the HNEH Violence Prevention and Care Stream. In consultation with Clinical Coordinator and other clinical staff develop, review and provide training to other agencies and organisations. This includes training about Rural New Street Adolescent Service as well as training related to contexts, impacts and effects and intervention with children and young people who sexually abuse. Provide presentations at forums and conferences as appropriate.

16. Participate in the roster at Rural New Street as 'Intake Counsellor' and other duties in relation to staff and team meetings.

17. Comply with the Codes of Conduct and other applicable HNEAHS Policies and Procedures.

18. Undertake other appropriate tasks as required.

## CHALLENGES

1. Developing an understanding of the dynamics of child sexual abuse by children and young people and how this impacts upon clients, staff and the agency at Rural New Street.
2. Applying this understanding to responding to and working with Aboriginal and Torres Strait Islander families and communities.
3. Remaining focussed, up-to-date and accountable for clinical activities.
4. Maintaining focus on inter-personal and professional boundaries for both clients and staff at Rural New Street.
5. Maintaining clear communication when working within a small clinical team when dealing with sensitive material and at the same time holding a position of significant power in relation to clients.
6. Working with a challenging and complex client group with exposure to trauma.
7. Developing the role in a new and unique program area.
8. Maintaining active and ongoing engagement of Aboriginal and Torres Strait Islander communities.
9. Ensuring all services are appropriate to the Aboriginal and Torres Strait Islander population
10. Providing a service that includes a rural context, including the need for travel, overnight stays (minimum one night/fortnight) and more limited access to related services in rural areas.

## COMMUNICATION

### Key Internal Relationships

The Counsellor works closely with all staff within Rural New Street and may be required to communicate on a daily basis with:-

Manager, Violence Prevention and Care

Clinical Coordinator

Senior Clinician

Counsellors within Rural New Street (Tamworth and Newcastle based)

Administrative staff

NSW Health Services (typically Violence Prevention and Care services - Sexual Assault services, PANOC services, Child Protection services, Child Wellbeing Unit, services to Children under 10 with sexually abusive behaviours; Child and Family Health, Aboriginal Health)

### Key External Relationships

In addition the Counsellor works with staff at other agencies including:

Joint Investigation Response Team (JIRT) partners

JIRT Response Unit (JRU)

Community Services within the Department of Human Services

Department of Education and Training

Police Department

Department of Juvenile Justice

Non Government Organisations (typically Family Referral Service, family support agencies, Aboriginal Medical Services)

Residential/foster care agencies

## **DECISION MAKING**

Actively engage in decision-making discussions with Clinical Coordinator, Senior Clinician and other Rural New Street staff to ensure timely and professional delivery of counselling services.

Be self-directed in decision-making relating to routine daily duties.

## **SELECTION CRITERIA**

1. Relevant qualifications - Full registration as Psychologist (NSW) or eligible for membership of the Australian Association of Social Workers and willingness to undertake accreditation with the Child Sex Offender Counsellor Accreditation Scheme administered by the NSW Commission for Children and Young People.
2. Demonstrated ability to provide therapeutic services to individuals, groups and families in the area of out of home care and sexual assault, violence and abuse or related area and which are informed by an explicit current model/approach to therapy.
3. Understanding of dynamics of intrafamilial child sexual abuse, contemporary principles of family focussed integrated treatment including safety planning and risk assessment and an ability to engage and work positively with children and young people who have sexually abused.
4. Demonstrated excellent communication skills, initiative, time management and commitment to clinical team building.
5. Understanding of the impact of colonisation on Aboriginal people and communities and its relationship to Aboriginal Family Violence and demonstrated ability to effectively work with Aboriginal and Torres Strait Islander communities with willingness to participate in ongoing Aboriginal cultural competency training and commitment to addressing Aboriginal and Torres Strait Islander health and community needs.
6. Demonstrated understanding of the legal and policy framework which governs sexual assault and child protection within NSW, including the recent Special Commission Enquiry into Child protection (Keep Them Safe).
7. Demonstrated ability to work as part of a small therapeutic team and in collaboration with interagency partners within NSW.
8. Current NSW driver's licence and willingness to travel