



POSITION TITLE: COUNSELLOR / CHILD TRAUMA THERAPIST

Position Title	Counsellor /Child Trauma Therapist (Specialist Child Trauma /Family Violence)	Program / Funding Stream	Strong Indigenous Families
Position Classification	HPCS 4	Finance Funding Code	PMC46
Reports To	Program Coordinator	Direct Reports	Nil
Program / Role Description	Strong Indigenous Families is a program designed to assist address family violence in Indigenous communities as part of the National Plan to reduce violence against women and their children. The Program is based on a whole family approach to address the causes of family violence. The Counsellor / Child Trauma Therapist role is responsible for developing interpersonal relationships with the client (women and children) to enable them to develop self-understanding and to make changes in their lives within a framework that is culturally appropriate and trauma informed.		
Qualifications	Essential: Diploma of Counselling or equivalent territory qualification		
	Desired: Bachelor of Counselling / Graduate Diploma of Counselling or equivalent		
Experience	Essential: Previous experience with child trauma counselling		
	Desired: Previous experience working with Indigenous communities		
Prerequisites	National Police Records Check and Working with Children’s Clearance Current Northern Territory Driver’s License		

Key Result Area	Responsibilities / Activities	Standard Measure
SERVICE DELIVERY	<ul style="list-style-type: none"> <input type="checkbox"/> Provide counselling sessions that apply theoretical knowledge of complex trauma and/or crisis interventions, demonstrating an ability to assess for and manage complex trauma appropriately <input type="checkbox"/> Provide for skill development in the areas of coping mechanisms, mediation, conflict resolution, anger management, grief and loss and health promotion <input type="checkbox"/> Identification and provision of strategies to assist keep women and children safe including the development of safe exit bags. <input type="checkbox"/> Ensure interventions developed to address client needs are clearly linked to an appropriate treatment plan, which is continuously monitored and evaluated for effectiveness <input type="checkbox"/> Report risk management issues that may impact upon the safety and health of clients <input type="checkbox"/> Identify and develop focus groups, return to country days, group therapy or other community activities in accordance with the goals of reducing domestic and family violence <input type="checkbox"/> Undertake and/or participate in case coordination of clients where required <input type="checkbox"/> Demonstrate a commitment to supervision and professional development. <input type="checkbox"/> Engage and work closely with the Community Engagement Support Officer (CESO) to assist with bridging cultural and language gaps <input type="checkbox"/> Provide high level support to the Healthy Relationships workshops in community 	<ul style="list-style-type: none"> • Services delivered meets the stated objectives in accordance with the funding agreement, Wurlli's Continuous Quality Improvement Program and related policies and procedures:- <ul style="list-style-type: none"> ○ Counselling, group work and community education sessions, conducted in accordance with program requirements ○ Successful counselling outcomes met by achieving case plan goals in determined time frames
PROGRAM DEVELOPMENT, NETWORKING & LIAISON	<ul style="list-style-type: none"> <input type="checkbox"/> Provide information to the Program Coordinator with respect to trends, needs and matters of relevance to the effective and appropriate delivery of services to clients. <input type="checkbox"/> Provide advocacy and support for issues impacting the family as identified <input type="checkbox"/> Participate in the regular monitoring and evaluation of the program 	<ul style="list-style-type: none"> • Active involvement and contribution to networking, advocacy, monitoring and evaluation of the program

TEAM SUPPORT / SUPERVISION	<ul style="list-style-type: none"> <input type="checkbox"/> Attend and provide high level support to the CSEO in the organisation and delivery of the Health Relationship Workshops (in conjunction local community) to assist facilitate community empowerment. <input type="checkbox"/> Actively participate and contribute to team meetings and other relevant events or organisational meetings as required <input type="checkbox"/> Actively monitor support staff for the impacts of Vicarious Trauma <input type="checkbox"/> Access/schedule minimum Monthly Clinical Supervision 	<ul style="list-style-type: none"> • Contribute to, and be part of, the organisational culture where teamwork, cooperation, client service, staff wellbeing, quality, safety and confidentiality are the focus
ADMINISTRATION & REPORTING	<ul style="list-style-type: none"> <input type="checkbox"/> Maintain all necessary documentation to ensure that service user files and written information is up-to-date, complete and consistent with standards, <input type="checkbox"/> Complete all reporting requirements (weekly, monthly and bi annual) to standard as required and within the required time frames. <input type="checkbox"/> Assist in the preparation of program reports and submission as required 	<ul style="list-style-type: none"> • Client files are accurate, complete and maintained in a confidential manner.
WORKPLACE HEALTH & SAFETY	<ul style="list-style-type: none"> <input type="checkbox"/> Ensure your personal health and safety, and that of others in the workplace <input type="checkbox"/> Comply with any reasonable direction (such as safe work procedures, wearing personal protective equipment) given by management for health and safety <input type="checkbox"/> Promote and deliver the service in accordance with Wurli's risk management framework <input type="checkbox"/> Report all accidents, incidents, near misses and hazards immediately 	<ul style="list-style-type: none"> • Adheres to Risk Management and WH&S Policy and Procedures at all times
CORPORATE IDENTIRY	<ul style="list-style-type: none"> <input type="checkbox"/> Promote and embody Wurli's vision and values <input type="checkbox"/> Act as a role model for CESO and clients <input type="checkbox"/> Maintain professional networks that allows for good service delivery and continuity of care for patients <input type="checkbox"/> Act in accordance with Wurli's Code of Conduct 	<ul style="list-style-type: none"> • Acts in a professional manner / leads by example and maintains the reputation of the organisation and profession / service • Positively promotes the image of the organisation
Personal Characteristics / Qualities		Job Competencies (Skills and Knowledge)
<ul style="list-style-type: none"> • Service –user focused: Committed to and acts for well-being of internal and external service users, ensures needs of service users remain key focus 		<ul style="list-style-type: none"> • Willingness to work within Wurli's values and vision and adhere to quality improvement practices, policies and procedures

<ul style="list-style-type: none"> • An ability to appropriately deal with pressure and maintain composure and effective communication when engaging with women and children in crisis • Good time management skills with a pro-active approach to timely follow up and completion of tasks • Ability to build and manage credible and productive internal and external working relationships • Ability to communicate sensitively and effectively with Indigenous people • Ability to self-motivate and self-manage while working in a dynamic environment • Ability to multi task 	<ul style="list-style-type: none"> • Demonstrated knowledge and understanding of Indigenous societies and culture, including issues effecting indigenous people in contemporary Australian Society and knowledge of Katherine and surrounding communities • Demonstrated ability to work within a service delivery model which recognises people’s capacity for change while acknowledging the serious impacts of domestic, family and community violence. • Understanding of domestic and family violence, its complexities and consequences, in a range of cultural and social contexts. • Demonstrated articulation of a well-developed practice framework for crisis intervention in a domestic violence context and counselling (including children and young people), as well as an understanding of the practices and principles of community development and education. • Computer skills including the ability to use MS Office Suite, MS Outlook, client data base and/ or equivalent. • Excellent written and verbal communication skills
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