



## Position Description

<b>Position Title</b>	Senior Practitioner
<b>Department</b>	Early Intervention Services
<b>Program</b>	Support and Case Management
<b>Location</b>	South
<b>Classification</b>	Level 5 of Relationships Australia Tasmania Employee Agreement 2015

### About Relationships Australia Tasmania

Relationships Australia Tasmania (RA Tas) is a leading provider of relationship support services. Our vision is for all Tasmanians to enjoy positive, respectful and fulfilling relationships. Our services are for everyone, regardless of race, social status, sexual orientation, gender identity or intersex status.

### Our Values

At Relationships Australia Tasmania we believe that we should be:

- Willing to Serve
- In it Together
- People Matter
- Looking Forward

### Position Summary

The primary purpose of this position is two-fold: to provide counselling and case management across programs in the Support and Case Management South team, and to contribute to high standards of professional practice within the team in the form of supervision.

## Key Areas of Responsibility

- Provision of professional and appropriate therapeutic interventions and/or case management to a range of clients
- Provision of accountable, competent and effective professional supervision to staff consistent with organisational policy and procedure
- Work collaboratively with the Manager, Support & Case Management South to develop staff, ensuring ethical and professional practice that complies with RA Tas mission, values, ethics, policies and procedures
- Implement and monitor supervision arrangements for all staff as designated by the Manager, Support & Case Management South
- Lead and/or participate in supervision practice meetings and group supervision processes
- Complete required administrative work associated with both client and supervision sessions and service contract requirements, including maintaining accurate data and files
- Participate in the review of the quality of therapeutic work within RA Tas programs and liaise with the Manager, Support & Case Management South to ensure that professional practice meets best practice standards
- Proactively network and assist the organisation to promote the service, its values and intent to the referral base and the community
- Participate in and contribute to professional development and the staff appraisal process in collaboration with the Manager, Support & Case Management South
- Any other duties as required and within the general scope of responsibilities of this position

## Position Relationships

<b>Supervisor</b>	Manager Support and Case Management (South)
<b>Direct Report(s)</b>	Nil
<b>Other(s)</b>	RA Tas staff

## Extent of Authority

The Senior Practitioner provides clear and authoritative advice and recommendations for complex activities that are understood and accepted by others as resolving program and service delivery challenges. The Senior Practitioner may establish priorities and monitor work flow in their area of responsibility.

## Organisational Responsibilities

- Demonstrate professional workplace behaviours at all times in accordance with the organisation's Code of Conduct and Code of Ethics and adhere to all organisational policies, procedures, standards, practices and RA Tas values
- Assist RA Tas to create and maintain a safe and healthy work environment by working safely and adhering to all RA Tas Policy, procedures, standards and practices
- Actively participate in regular Supervision sessions in accordance with the RA Tas Supervision Model and positively engage in continued professional development activities



- As an employee of RA Tas you are required to promote a workplace environment that supports the rights of all employees to live free from violence and adhere to the RA Tas Family Violence Support Policy at all times
- Our organisation is a Child Safe organisation and takes child protection seriously. As an employee of RA Tas, you are required to meet the behaviour standards outlined in our Practice and Behaviour Guidelines
- Perform other duties to keep children and young people safe, as outlined in the Practitioner responsibilities within the Safeguarding Children Program Coordinator Position Description.

## Selection Criteria

### Essential Requirements (Skills, knowledge, experience, qualification(s) and/or training)

1. Degree in Social Work or Psychology or equivalent qualifications that are recognised to deliver mental health, counselling and case management in accordance with program requirements
2. Demonstrated experience in providing therapeutic interventions, and in supervision of practice in counselling and case management settings
3. Knowledge and understanding of counselling theory and practice, couple and family dynamics and the psychological development of relationships
4. Knowledge and understanding of trauma-informed therapeutic approaches for working with clients
5. A demonstrated broad range of skills, including the ability to evaluate and reflect on intended outcomes of therapeutic intervention, and the knowledge and capacity to assess and manage complex cases involving ethical dilemmas and duty of care matters, risk assessment, child protection and FV issues
6. Ability to communicate and engage with clients therapeutically and to assist clients with a broad range of abilities, motivational levels, and health profiles, and from a range of socio-economic backgrounds
7. Demonstrated ability to work independently and provide leadership, mentoring and support to team members
8. Ability to work within and positively advance the mission and values of Relationships Australia Tasmania

### Desirable Attributes

1. Current drivers' licence
2. Computer literacy

## Special Requirements

- The Tasmanian Government has issued a Public Health Direction in relation to people working in health care settings. As such this role requires the successful candidate to be compliant with the direction either by being vaccinated against COVID-19, or to possess a medical exemption from vaccination.
- Appointment to this position will be subject to a current Working with Children Registration and National Police Check
- Some interstate travel may be required in this position
- Our organisation undertakes several screening processes to ensure the appropriate protection of children in its care. This includes reference checks, identity checks, qualification checks and professional registration checks.



## Working Conditions

- Some out of hours work may be required in order to satisfy operational requirements
- The position may involve working with people with challenging behaviours

## Approval

Michael Kelly  
CEO

November 2021