



## Position Description

Position Title	Senior Practitioner, Post Separation Programs
Department	Post Separation Services
Program	Various
Location	Clare Street
Classification Level	Level 5

### About Relationships Australia Tasmania

Relationships Australia Tasmania (RA Tas) is a leading provider of relationship support services. We're here to help people and communities thrive by supporting people to create positive connections. Our services are for everyone, regardless of race, social status, sexual orientation, gender identity or intersex status.

### Our Values

At Relationships Australia Tasmania we are guided by these values in everything we do:

- Willing to serve
- In it together
- People matter
- Looking forward

### Position Summary

The client services provided in Post Separation Support provide alternatives to formal legal processes for families that are separated, separating or in dispute to improve their relationships and make arrangements in the best interests of their children. Family & Community Services have a particular role to help families with complex needs.

The primary purpose of this position is two-fold: to identify and develop useful strategies to deal with the challenges of co-parenting situations and to improve communications between the parties to best support children's needs 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 individuals, families, and children
- Provision of accountable, competent and effective professional supervision to staff across a range of programs consistent with organisational policy and procedure
- Work collaboratively with the Manager, Family & Community Services 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, Family & Community Services
- 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 and brief intervention work within RA Tas programs and liaise with the Manager, Family & Community Services 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, Family & Community Services
- Any other duties as required and within the general scope of responsibilities of this position

## Position Relationships

Supervisor	Manager, Family & Community Services (South)
Direct Report(s)	Nil
Other(s)	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

## Selection Criteria

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

1. Demonstrated experience and Degree qualification in one or more of the following areas that are recognised to deliver counselling services: Social sciences, psychology or social work.
2. Demonstrated understanding of child development and the impact of family separation on children, and experience in working to uphold the best interests of children.
3. Demonstrated experience working with cases involving high conflict, involuntary clients and/or families following separation.
4. Knowledge and understanding of therapeutic approaches for working with children and young people and their support network
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. Demonstrated capacity to engage and deliver psycho-educational programs to clients.
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

9. Current drivers licence

## 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
- Appointment to this position will be subject to a current Working with Children Registration
- Some intrastate and interstate travel may be required in this position

## 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

December, 2021