



Position Description

Position Title	Senior Practitioner
Department	Early Intervention Services
Program	Counselling and Support Services
Location	South, North/North West as applicable
Classification Level	RA Tas EBA 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 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 primary purpose of this position is two-fold: to provide counselling and case management across programs in the Support and Case Management team, and to contribute to high standards of professional practice within the team in the form of supervision.

Key Areas of Responsibility

- Provision of comprehensive therapeutic support and case management to individuals affected
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 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
- 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 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
- Perform other duties to keep children and young people safe, as outlined in Senior Practitioner responsibilities within the Safeguarding children Program Coordinator Position Description.
- Any other duties as required and within the general scope of responsibilities of this position

Position Relationships

Supervisor	Manager, Counselling and Support Services
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
- 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

- Our organisation is committed to providing a welcoming and safe environment and to delivering culturally safe services for Australia's First Nation peoples. You are required to behave in a manner that is respectful, culturally appropriate and welcoming for all First Nations peoples.
- Our services are for everyone, regardless of race, social status, sexual orientation, gender identity or intersex status.
- Actively participate in regular Supervision sessions in accordance with the RA Tas Supervision Model and positively engage in continued professional development activities

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

9. Current drivers' licence

Special Requirements

- Appointment to this position will be subject to:
 - a current and satisfactory National Police Check and as applicable an International Police Check
 - A current EMPLOYEE Working with Children Registration for Child Related Activity
- Some intrastate and interstate travel may be required in the 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

August 2022