

## **Employment Information Package** **Clinician - Shoalhaven**

Thank you for your interest joining William Campbell Foundations Clinical Team!

When asked what William Campbell Foundation does well, our staff say\*

***“WCF always listen to children and young people and make decisions with their best interests at heart”***

***“We embrace change that benefits the lives of children, young people, families and carers”***

***“We have a great chaplaincy program and dedicated caseworkers”***

***“WCF provides flexibility for staff needs and is family oriented”***

***“I have always felt valued, supported and welcomed”***

***\*2019 Continuous Improvement Staff Survey***

William Campbell Foundation is proud to be a dynamic and supportive agency, offering:

- Generous remuneration with salary sacrifice options, reducing taxable income
- Collaborative and committed Management and Staff
- Free confidential counselling services through an Employee Assistance Program
- Resources and Supports to help you achieve great outcomes for the people we work with.
- An opportunity to be the difference for children, young people, families and individuals
- Regular and ongoing training and upskilling to assist you in personal development

Eligibility for this role includes:

### **Essential Criteria**

- You have a minimum of a Social Work Degree
- You have experience with working with children, young people and families
- You will have experience with therapeutic interventions, positive behaviour support strategies and completing assessments
- You will have a thorough understanding of current evidence based practice that focuses on development and attachment theories (ARC Model and Attachment Theory), child protection frameworks, and an ongoing desire to increase your skills and knowledge
- You will be able to apply personal expertise in the use of electronic records systems and data bases
- You are a progressive and motivated professional who works to achieve positive outcomes for young people, and you have a desire to work in a friendly and supportive team environment

### **Preferable Criteria**

- You are a psychologist, registered with or eligible for registration with the relevant governing body
- You have experience within the Community Services Sector
- You will have experience in providing a range of Clinical training

## **How to Apply**

### **Required Documents**

Applications that do not include all documents below, will not be considered.

- A **Cover Letter**
- Up to date **Resume**, including details of current position (if applicable)
- Complete and detailed response to the **Selection Criteria** below, informing WCF on how you are able to demonstrate your ability to meet the required criteria. It is recommended that you provide examples, where relevant.

Applications are to be received no later than **5pm on Tuesday 9th June, 2020** and must be forwarded to:

[jobs@wcfoundation.org.au](mailto:jobs@wcfoundation.org.au)

### **Selection Criteria**

1. Provide details about your qualifications (Psychology, Social Work).
2. Please detail your registration with governing body, or eligibility for registration.
3. Detail your demonstrated understanding or experience working within a Therapeutic Framework, using a trauma informed approach.
4. Provide your knowledge of issues that impact children, young people and families in an out of home care setting.
5. Detail your experience with performing psychological or similar assessment of children and young people
6. Demonstrated experience in providing positive behaviour support strategies and plans, which may include Restricted Practices
7. Please detail your experience in the provision of training.
8. Demonstrated adaptable and high-level communication skills, including both verbal and written communication (must detail experience in providing comprehensive professional reports).
9. Demonstrated ability to meet set targets and Key Performance Indicators (KPI's).
10. Demonstrated ability to self-motivate and work independently, as well as working cohesively as part of a team.
11. Willingness to work within a Christian Ethos.
12. William Campbell Foundations values are **Compassion, Christianity, Accountability, Respect, Reflection** and **Stability**. What do these values mean to you and how would you embed these into your everyday practice?
13. Confirmation that you:
  - a. Hold a current and cleared Working with Children Check
  - b. Can provide a National Police Check (obtained within the past 12 months)
  - c. Can provide a Current Drivers Licence
  - d. Have access to two referees from current or previous Managers
  - e. Will provide copies of Transcripts and Certificates detailing qualifications
  - f. Will disclose during interview any information that could impair performance in this position, which should be considered by the panel when assessing applicants

## **Program and Position**

### **Overview**

William Campbell Foundation's Clinical Services Team are committed to providing high quality, trauma informed therapeutic care and interventions to comprehensively address the individual needs of children and young people who have experienced trauma or adversity in their lives.

We are focused on providing a flexible and responsive support model framed under the ARC (Attachment, Regulation and Competency) Therapeutic Model. Our approach is to build a therapeutic care system for each child and young person, which acknowledges the developmental and ongoing impact of past experiences.

The Clinical Team aims to provide the most up-to-date, best practice therapeutic services available to support children and young people who have experienced trauma. Positions in this program include Clinicians, Psychologists and Social Workers.

### **Key Program Responsibilities**

- Providing best practice psychosocial and therapeutic support, working with a multi-systemic, strengths based approach.
- Working within the ARC Therapeutic Model and associated therapeutic theories
- Contributing to the development of Clinical policy, procedure and practice.
- Providing support to the Permanency Support Program in the delivery of services to children, young people, families and individuals with a focus on outcomes.
- Engaging with children, young people, families and staff in an efficient, inclusive and responsive manner, using a child centred assessment, risk minimisation process to achieve identified positive outcomes.
- Having a strong focus on ensuring children and young people are actively participating in planning and decision making processes.
- Developing, monitoring and reviewing Therapeutic Support Plans within required timeframes, contribute to Caseplans and other WCF documentation and decision making processes.
- Working with a diverse range of children, young people, families and individuals including Aboriginal and Torres Strait Islander and CALD communities
- Assisting in the provision of training to carers, staff and birth families.
- Demonstrating a depth of insight, self-awareness, theoretical knowledge and clinical skill.
- Ability to be self-motivated, adaptable and to work in a team.
- Competence and confidence with both written and verbal communication with a demonstrated ability to adapt language to meet the audience need.