

Position Description

Title:	Counsellor
Position Number:	20487
Agreement Coverage:	RASA Enterprise Agreement 2019
Classification Level:	Grade 4
Team:	Disability Royal Commission (DRC) Frontline Counselling Service
Reports To:	Team Leader, DRC Frontline Counselling Service
Primary Location:	Hindmarsh

Primary Objective

The Counsellor provides holistic frontline counselling and comprehensive support services for people affected by the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability. The Counsellor provides a collaborative and integrated response to referrals from individuals, the Royal Commission and other Australian Government funded Royal Commission support services including the national counselling and referral telephone line.

Position Responsibilities

- Provide high quality counselling and comprehensive support services that respond to the specific needs and wide range of complex relationships and social issues for people with disabilities, their families, carers, friends and support workers who are affected by the Royal Commission
- Ensure the provision of medium-term trauma informed counselling services, including collaboration with and referral to appropriate social and practical supports such as housing, health, mental health, financial and aged care services in order to meet the critical needs of individuals.
- Ensure client safety, effective case planning, review and appropriate referral through universal holistic screening and risk assessment of complex relationship and social issues utilising the Detection of Overall Risk Screen (DOORS) tool.
- Work collaboratively with other services and make referrals to other appropriate services where more intensive and non-related therapies and support is required.
- Under general direction be responsible for ensuring effective intervention by undertaking case formulation, planning and review; case management/conferences; record keeping/note taking, education and community information.
- Maintain and share a comprehensive knowledge of local service and referral options for clients.
- Ensure sound clinical interventions based on comprehensive understanding of disability, evidence based therapeutic practices and proactive engagement in supervision to clearly articulate the relationship between theory and practice.
- Collaborate with others in the development of culturally relevant services and bring considerations of culture to counselling practice.
- Participate proactively in regular supervision and provide practice supervision as required.
- Ensure principles of confidentiality are adhered to within the contexts of mandatory reporting obligations and Information Sharing Guidelines (ISG).

Qualifications and Experience

Essential

- Tertiary qualification (AQF level 7) in social work, psychology, counselling or related discipline.
- Demonstrated experience working with individuals, couples or families in a therapeutic context.
- Demonstrated experience in providing counselling to those effected by violence, abuse, neglect and exploitation including children.
- Demonstrated understanding of support needs of people with disabilities, their families and carers.
- Demonstrated experience in trauma informed practices working with vulnerable people.

Desirable

- Post graduate (AQF level 9) qualification in social work, psychology, counselling or related discipline.
- Experience in holistic child and family centred work
- Experience in working with people with disability
- Experience in working with Aboriginal communities, families and services.
- Experience in working with people with disability, their families, carers and support workers

Skills, Knowledge and Abilities

- Comprehensive knowledge of the needs of people with disabilities and the impact on their lives.
- A high level of cultural competency especially in regards to working with Aboriginal and Torres Strait Islander and Culturally and Linguistically Diverse families.
- A sophisticated understanding of the range of disabilities and effects of traumatic experiences related to violence, abuse, neglect and exploitation, and associated impacts for individuals, their families, friends, carers and support workers.
- Demonstrated understanding of the psychological, social, gendered and political nature of violence, abuse neglect and exploitation and a proven ability to work within a framework that prioritizes safety.
- Commitment to culturally competent practice and ability to work and communicate effectively with a wide range of people from different cultural backgrounds and to respond sensitively and appropriately to people in a variety of situations.
- Demonstrated capacity to work effectively within the complexity of relationship dynamics and promote improved safety, self-determination and positive change for individuals and families.
- Ability to monitor, evaluate and develop own clinical work and contribute to practices that improve and enhance organisational functioning.
- Ability to work under general direction to set goals, manage time effectively to achieve outcomes and deadlines, and operate with initiative and motivation.
- Demonstrate a high level of oral and written skills.
- Demonstrate a high level of interpersonal skills, including sensitivity, diplomacy and the ability to negotiate effectively, build professional relationships and work collaboratively with relevant sectors and agencies.
- Knowledge of current evidence based practices such as family therapy, narrative therapy, strength based therapies, behavioural therapies (eg DBT or CBT) and trauma informed practice consistent with RASAs practice approach.

- Ability to work competently in the Microsoft Windows environment.

Requirements

- Current valid driver's licence
- A DHS Working With Children Check
- A satisfactory National Criminal History Check
- Flexibility to work evening shift, extra hours/days to cover leave and other contingencies
- Ability to adapt and perform duties as required by changing program needs.
- Some out of hours work and regular intra-state travel for outreach will be required.

Work Health and Safety

- Demonstrate safe work practices for personal health and safety and the health and safety of others in line with Work, Health and Safety requirements.
- Comply with any reasonable instruction that is given by RASA and co-operate with any reasonable policy or procedure of RASA relating to health or safety in the workplace.

Direct reports

N/A

Values and Behaviours

The values and behaviours expected of RASA staff are outlined in the RASA Values, Ethics and Principles statement and the RASA Shared Behaviours statement. The duties outlined in this position description are to be read in conjunction with these statements along with the values outlined below.

- Diversity** We believe that human diversity contributes to a rich and vibrant society.
We recognise the importance of culture in the lives of individuals and value cultural diversity.
We believe in each person's expression of their spirituality and the importance of all religions.
We respect the diversity of relationships between and in individuals, families and communities.
- Respect** We believe in the unique and innate worth of all individuals.
We value the right of all people to live in safety and be treated with respect.
We support an equitable, just and non-discriminatory society.
We believe in the importance of living in harmony with our environment.
- Belonging** We recognise the importance of a sense of connection and belonging in people's lives.
We value the importance of caring and loving relationships for couples, families, kin and friends.
We believe in the importance of positive and supportive relationships with the local community, between communities and in workplaces.
- Learning** We believe that people should have the opportunity to learn and change throughout their lives.
We value people's right to make choices and learn from their experiences.
We believe in the importance of working and living together and learning from each other.

Acknowledgement

I have read, understood and accept the position as documented in this position description.

Employee Name:

Signature:

Date:
