

Position Description

Title:	Counsellor, Rebuild
Position Number:	20533
Agreement Coverage:	RASA Enterprise Agreement 2019
Classification Level:	Grade 4
Team:	Rebuild
Reports To:	Coordinator, Rebuild
Primary Location:	Multiple locations (regional and metro), multiple positions, full time and part time

Primary Objective

The Counsellor will provide trauma informed counselling, support and referral for people who are the victims of crime, to assist with well-being and resilience, reduce the likelihood of re-traumatisation, and encourage sustained post-traumatic growth and recovery. The focus of this counselling is to support clients with the immediate impact of a crime and specifically during their engagement with the criminal justice process. The Counsellor provides a collaborative and integrated response to meet the individual needs of victims of both violent and non-violent crimes.

Position Responsibilities

- Provide high quality short to medium-term trauma-informed counselling, comprehensive support and referrals that respond to the specific needs of victims of crime.
- Collaborate with appropriate social and practical support services, such as housing, health, mental health, financial and aged care 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 and Kessler 10 assessment.
- Ensure sound clinical interventions using evidence based therapeutic methodologies and proactively engaging in supervision to clearly articulate the relationship between theory and practice
- Conduct intake, assessment, counselling, review, record keeping and reporting of outcomes.
- Maintain a comprehensive knowledge of local service and referral options for clients.
- Liaise effectively with key providers in the criminal justice system
- Collaborate with others in the development of culturally relevant services and bring considerations of culture to counselling practice.
- 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 or a diploma (AQF level 5) in counselling.
- Demonstrated experience in providing counselling to those effected by violence, abuse, and trauma.
- Demonstrated understanding of support needs of people who are victims of crime, both violent and non-violent.
- Demonstrated experience in trauma informed practices working with vulnerable people.
- Demonstrated experience working with individuals, couples or families in a therapeutic context.

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 Aboriginal communities, families and services.
- Experience working with the criminal justice system

Skills, Knowledge and Abilities

- Comprehensive knowledge of the immediate and longer term needs of people who are the victims of crime.
- Knowledge of current evidence based therapeutic 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.
- Knowledge of the criminal justice system and processes
- A high level of cultural competency especially in regards to working with Aboriginal and Torres Strait Islander and Culturally and Linguistically Diverse families.
- 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.
- 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.
- Demonstrated high level oral and written skills.
- Demonstrated 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.
- Ability to work competently in the Microsoft Windows environment.

Requirements

- Current valid driver's licence
- A satisfactory DCSI check for working with children
- 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:
