



The GEO Group Australia Pty Ltd.

## POSITION DESCRIPTION

<b>Position Title</b>	<b>CLINICIAN</b>
<b>Reference Number</b>	PD145
<b>Department</b>	REHABILITATION AND REINTEGRATION
<b>Position Reports To</b>	SENIOR CLINICIAN
<b>Positions Reporting To This Role</b>	NIL
<b>Work Location And Travel</b>	<p>This position is located at <b>Junee Correctional Centre</b> on Park Lane, Junee, NSW 2663.</p> <p>Interstate travel may be required.</p>
<b>Operating Environment</b>	<p><b>Junee Correctional Centre</b> is located in Junee, New South Wales, 40 kilometres north-east of Wagga Wagga.</p> <p>Junee has been continually managed by GEO on behalf of Corrective Services NSW since opening in 1993. It is New South Wales' largest regional correctional centre.</p> <p>Junee's primary role is to safely and securely house up to 910 adult prisoners (or up to the capacity of available beds) and progress their sentence plans by delivering a comprehensive range of education, vocational training, reintegration and offending behaviour programs. Together, these lower a prisoner's risk of reoffending and increase the likelihood of successful community reintegration.</p> <p>The team at Junee achieves exceptionally high levels of prisoner engagement with its responsive interventions. This includes developing strategies that encourage and enable previously-marginalised prisoner groups such as Indigenous Australians and the chronically ill to participate.</p>
<b>Position Summary</b>	<p>Reporting to the Centre Senior Clinician, Clinicians conduct forensic and clinical assessment, provide a range of clinical interventions including distress intervention and critical incident support, and facilitate group-based programs.</p>

## Key Accountabilities

- Ensure GEO's primary goal of reducing reoffending is at the core of everything you do.
- Serves as a member of the High-Risk Assessment Team (HRAT) providing assessment of inmates who are considered to be at-risk of suicide or self-harm and develop appropriate strategies for their management.
- Undertake various clinical and forensic assessments, structured risk assessments and psychometric testing, as appropriate.
- Facilitate a range of accredited programs and individual interventions addressing the individual risks and needs of inmates.
- Prepare notes and reports on intervention progress as it relates to an inmate's rehabilitation needs, risks and treatment plan.
- Prepare and write reports and structured case notes as required by external agencies such as the Court, State Parole Authority and SORC, as appropriate.
- Complete referrals in the following areas: mental health impairments, suicide/self-harm risk, situational risk of harm to others, aggression and violence, challenging behaviours, cognitive impairments, criminogenic risks/needs, readiness and responsivity, transition, coping and adjustment, as appropriate and in a time limited manner.
- Effectively, efficiently and accurately manage clinical data entry into identified systems and clinical files.
- Participate in case management through engagement with Case Officers, attendance at case-management review meetings and recording of clinical services in relevant systems.
- Through a multi-disciplinary approach, work with the custodial services team to develop appropriate clinical interventions and treatment plans for inmates who display behavioural or adjustment difficulties.
- Assist in providing in-service training programs for both custodial and non-custodial staff.
- Participate in clinical supervision, peer supervision with colleagues and support new or provisionally registered clinicians to observe your practice.
- Inspire and motivate others, communicating professionally and assertively, working harmoniously as part of a multi-disciplinary team. Build and maintain effective professional relationships with internal and external stakeholders.
- Complete work in a timely and consistent manner and to a high-quality in line with local and/or corporate policies, procedures and operating manuals.
- Complete all required training requirements within negotiated timeframes and maintain continuing professional development requirements.
- Understand and ensure that the integrated management system described in the Governance, Risk and Compliance Manual (GRC) and Quality, Environmental, Safety (including Food Safety) Policies is complied with; and ensure any operational, quality, environmental, workplace safety or food safety non-conformance, incident or accident is immediately reported through the appropriate channels.
- Display high levels of integrity and honesty and adhere to GEO's HR2.01 Code of Conduct and Ethical Behaviour, as well as all other applicable policies and procedures.

- Cooperate with the employer's efforts to comply with the requirements of the WHS Act 2011. Accept responsibility for the health, safety and welfare of subordinates, inmates, contractors and visitors under the employee's supervision. Comply with the employer's policy and procedures enabling compliance with the WHS Act 2011.
- Cooperate with the GEO Group Australia's efforts to establish, maintain and continuously improve the GEO Environmental Management System in accordance with the requirements ISO 14001, the GEO Quality Management System in accordance with the requirements of ISO 9001 and the integration of these systems. These GEO systems are based on best practice standards and where appropriate are also fully accredited.
- Any other duties as directed.

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### Key Selection Criteria:

#### Essential:

- Clinicians will be psychologists with provisional or full registration with the Psychology Board of Australia (PBA; AHPRA); social workers with registration with the Australian Association of Social Work (AASW); occupational therapists registered with the Occupational Therapy Board of Australia (OTBA; AHPRA), or counsellors with Level 3-4 registration with the Australian Register of Counsellors and Psychotherapists (ARCAP).
- Demonstrated knowledge of the New South Wales Criminal Justice System including the role of the Courts, correctional centres, parole and community corrections.
- Demonstrated knowledge of the "What works" literature in offender rehabilitation, in addition to the application of the Good Lives Model (GLM) and principles of Risk Need Responsivity (RNR) in reducing recidivism in inmate populations.
- Demonstrated experience in Cognitive Behavioural Therapy (CBT), suicide and self-harm risk assessment and treatment, and other best-practice therapeutic frameworks.
- Experience in clinical and/or forensic risk assessments, individual and group intervention, in a correctional, clinical or other relevant setting.
- Demonstrated ability to work collaboratively with other allied health disciplines as part of a multidisciplinary team of professionals.
- Excellent verbal and written communication skills, including the ability to effectively and efficiently prepare clinical formulations and reports.
- CSC40120 Certificate IV Correctional Practice or willingness to complete within 2 years of employment.

#### Desirable:

- Post-graduate qualifications in your chosen discipline.
- PBA practice endorsement in a specialist field such Clinical, Forensic or Neuropsychology (psychologists only)
- Recognised PBA Supervisor status for Higher Degree students, 4+2 and 5+1 supervision programs (psychologists only)
- Membership of relevant Professional Bodies or Organisations.

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### Other Requirements of the Role

- Ability to work within a correctional setting, which will involve direct contact with prisoners.
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- Valid and current full Australian driver's licence.
- Satisfactory completion of a National Criminal History Check.
- Ability to obtain and maintain a security clearance.
- Work outside of ordinary business hours may be required on occasion.

### Employee Acceptance/Manager Approval

I acknowledge that the statements included in this position description are intended to reflect duties and responsibilities that I may be required to undertake and are not to be interpreted as being all inclusive.

I have read, understood and accepted the above position description and associated attachments.

EMPLOYEE'S NAME	SIGNATURE	DATE

### Manager Approval (of Position Description)

NAME	SIGNATURE	DATE
R. Heycock		27.05.21

Master copy lodged with HO (SLT only)

Master copy lodged with department monitor