

	<b>Position Title:</b> Consultant, Clinical Practice Development	<b>Team:</b> Clinical Practice Development	<b>Region:</b> Take Two
	<b>Supervisor:</b> Team Leader, Practice Development & Training	<b>Delegations and Authorities:</b> In Line with Delegations Policy	<b>Band:</b> (A-F) C

## ORGANISATIONAL INFORMATION

OUR VISION AND FOCUS	ROLE CONTEXT
<p><b>Our Vision at Berry Street is that all children have a good childhood, growing up where they feel safe, nurtured and have hope for the future.</b></p> <p>Berry Street chooses to work with children, young people and families with the most challenging and complex issues arising from their experience of abuse, neglect or violence.</p> <p>To achieve our Vision, Berry Street delivers a wide range of services across metropolitan, regional and rural Victoria - from strengthening families and communities to those that focus on helping children, young people and adults recover from the trauma of violence, abuse and neglect.</p> <p>We group our programs into: community, education, family services, foster and kinship care, residential care, therapeutic services and youth services.</p>	<p><b>TAKE TWO</b> is a state-wide service established to provide high quality therapeutic services to children and young people who have suffered significant abuse or neglect and are clients of Child Protection.</p> <p>Together with the Team Leader, the Consultant Clinical Practice Development is responsible for practice development activities related to <b>TAKE TWO</b>.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p><b>Berry Street expects all staff to apply these Values in all aspects of their work.</b></p> <p><b>Courage:</b> To be the best we can be and to never give up  <b>Integrity:</b> Expect a personal and organisation commitment to honesty  <b>Respect:</b> Acknowledge the importance of each person’s heritage, traditions, identity, needs and aspirations  <b>Accountability:</b> Be responsible for our own actions  <b>Working Together:</b> Work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<ul style="list-style-type: none"> <li>The Consultant, Practice Development shares responsibility for the delivery of TAKE TWO practice development activities, for assisting the management of quality and risk oversight of TAKE TWO practice and for assisting in the delivery of TAKE TWO practice learnings to workers within the TAKE TWO program.</li> <li>The role requires analysis of the skills required for the delivery of TAKE TWO clinical service and continuing monitoring and review of the skills of program staff and contributing to developmental planning for skills improvement.</li> <li>This position supports the Team Leader in implementation of TAKE TWO practice development activities.</li> </ul>
OUR VALUES	REPORTING RELATIONSHIPS
<p><b>Berry Street expects all staff to apply these Values in all aspects of their work.</b></p> <p><b>Courage:</b> To be the best we can be and to never give up  <b>Integrity:</b> Expect a personal and organisation commitment to honesty  <b>Respect:</b> Acknowledge the importance of each person’s heritage, traditions, identity, needs and aspirations  <b>Accountability:</b> Be responsible for our own actions  <b>Working Together:</b> Work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>This role is based at our Eglemont office and reports to the Team Leader, Practice Development who will provide supervision and review. The Consultant reports to the Team Leader, Practice Development and also works cooperatively with the Director, Mindful.</p> <p>The role works collaboratively with TAKE TWO staff, Mindful, DHHS, the Berry Street Learning and Development Team and the Berry Street Training Administration and Compliance Team, including key subject matter experts and training staff.</p>

## EXPECTATIONS

All Berry Street staff are expected to meet the following expectations:

- Conduct themselves in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together.
- Have a demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.
- Berry Street supports White Ribbon, Australia's campaign to stop violence against women. There is an expectation that staff never commit, excuse or remain silent about violence against women.
- Berry Street are committed to the safety, participation and empowerment of all children, including those with a disability and culturally and/or linguistically diverse backgrounds. Berry Street are also committed to cultural safety, inclusion and empowerment of Aboriginal children, their families and communities.

## KEY SELECTION CRITERIA

- Experience in working with children, young people, families and carers with a strong understanding of child development, trauma theory, attachment theory and systemic work.
- A sophisticated understanding of the complexity of the service system and the issues involved in providing services to statutory clients.
- High level of understanding of State Government policy and legislation that relates to the Take Two client group, particularly in relation to child protection and out of home care.
- Highly developed written and verbal communication skills, including the ability to work collaboratively and liaise with all levels of Take Two staff, other agencies, professionals and carers.
- Demonstrated ability to impart knowledge to others and capacity-build in others.
- Ability to work calmly and consistently under pressure with capacity to manage and coordinate competing priorities for self and others.
- Experience and skills in project management and project work.
- Cultural awareness and willingness to learn regarding Aboriginal children and community, and culturally and Linguistically Diverse communities.
- Commitment to innovation, continuous improvement and a learning culture

### QUALIFICATIONS AND OTHER REQUIREMENTS

- A tertiary qualification in social work, psychology, welfare or a related discipline is required.
- Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.

### DESIRABLE

- Demonstrated experience in the provision of practice development and training activities, particularly in the area of child trauma
- Post-graduate qualifications in adult education
- Certification in the Neurosequential Model of Therapeutics (NMT)

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITY
<p><b>Practice Development</b></p>	<ul style="list-style-type: none"> <li>• In conjunction with the Team Leader, Practice Development, and other relevant people, contribute to the successful development and implementation of the research, development, clinical work in general and with the Aboriginal service work of <b>TAKE TWO</b>.</li> <li>• Play a leading role in the provision of professional development, where it relates to clinical therapeutic skills, of allied workers in mental health, child protection, out-of-home care and other relevant services.</li> <li>• In conjunction with the Team Leader, Practice Development, develop and review practice guidelines including the practice framework, for Take Two.</li> <li>• Assist in the identification of opportunities for practice improvement.</li> <li>• Directly engage with clinical staff, providing support and coaching during the implementation of new practice initiatives where appropriate.</li> <li>• Coordinate and co-facilitate the Take Two Communities of Practice.</li> <li>• Support the ongoing NMT certification processes for Take Two clinical staff and participate in NMT certification and maintenance requirements.</li> <li>• Develop tools to support implementation of new practice development and to reinforce understanding of existing tools and practices.</li> <li>• Contribute to the development of new service models where appropriate.</li> <li>• Maintain knowledge regarding new developments in the provision of the work of <b>TAKE TWO</b>.</li> <li>• Support specific partnership activities with other organisations in external projects.</li> <li>• Keep abreast of relevant theoretical, legislative and policy development.</li> <li>• Participate in strategic planning within <b>TAKE TWO</b> that identifies which practice development activities support <b>TAKE TWO</b> in meeting its overall objectives, especially in relation to clinical practice and service system improvement.</li> <li>• Participate in appropriate forums to promote <b>TAKE TWO</b> and contribute to policy development.</li> <li>• In conjunction with the Team Leader and Manager, maintain collaborative working relationships with relevant Berry Street services.</li> <li>• Actively contributes to ongoing evaluation of the practice development strategy</li> </ul>
<p><b>Administration</b></p>	<ul style="list-style-type: none"> <li>• Participate in Berry Street and <b>TAKE TWO</b> meetings as appropriate.</li> <li>• Provide reports to the Team Leader and Manager as required.</li> </ul>

	<ul style="list-style-type: none"><li>• Complete administrative tasks related to practice development</li></ul>
<b>Other</b>	<ul style="list-style-type: none"><li>• In due course, it is intended that the Consultant position will be involved in external training and practice development.</li><li>• This role is a state-wide role, which will require the person to travel to various sites across Victoria, including staying overnight on occasion.</li><li>• Conduct oneself in accordance with Berry Street values and policies and procedures.</li><li>• Other duties as directed</li></ul>

## CONDITIONS OF EMPLOYMENT

1. This position is for 76 hours per fortnight. There is no paid overtime, but any extra hours worked will be accrued as Time-in-Lieu according to the *Berry Street Victoria 2014-2017 Agreement*.
2. You will initially be employed at Eaglemont. You may be required to work from other Berry Street sites (on a temporary or permanent basis) as directed from time to time.
3. Terms and conditions of employment are in accordance with the *Berry Street Victoria 2014-2017 Agreement*, which includes above Award payments and eligibility for remuneration packaging. Salary packaging up to \$15,900 is available to Berry Street employees who meet the eligibility criteria outlined in our Salary Packaging Policy.
4. The base salary for this position is Senior Clinician \$86,929.38 gross per annum under the *Berry Street Victoria 2014-2017 Agreement*. The value of the salary can be increased through salary packaging.
5. Superannuation will be paid according to Superannuation Guarantee into a compliant fund of your choice or into HESTA Superannuation Fund.
6. The successful applicant will be required to undergo satisfactory pre-employment checks, including 3 professional referees, a pre-employment health declaration, a criminal records check and proof of identity and qualifications.
7. The successful applicant will initially be employed for a probationary period of 5 months. During this period, either party can terminate employment with one week's notice. A probationary review before 3 months will be undertaken.
8. Agency vehicles are available for authorised use and these should be used at all times for work-related purposes, in accordance with the Berry Street Motor Vehicle Policy. However, if you are authorised to use your own vehicle for work-related purposes, you will be paid an allowance per kilometre, which includes provision for comprehensive insurance and other running costs. Berry Street is unable to insure private vehicles owned by staff and will not accept any liability for damage to any staff vehicles incurred while being used for work-related purposes.
9. Under Victorian WorkCover legislation, it is the applicant's duty to advise Berry Street of any pre-existing medical condition, which could be aggravated by the type of employment for which they are applying. The existence of a medical condition will not preclude you from employment, unless you are unable to perform the inherent requirements of the position. However failure to disclose any relevant injury or disease will jeopardise any entitlement you may otherwise have for a work-related aggravation of that non-disclosed pre-existing condition.
10. Berry Street has a smoke-free workplace policy.

## INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
<b>Work Environment</b>	Manage demanding and changing workloads and competing priorities	Daily
	Work in a team environment	Daily
	Work in different geographic locations	Regularly
	Work office hours with the possibility of extended hours.	Regularly
	Work in an open plan office	Could be daily
	Sit at a computer or in meetings for extended periods	Daily
	Present at court and other jurisdictions	Unlikely
	Perform 'on call' or backup duties	Unlikely
<b>People Contact</b>	Liaise with government, non-government and community organisations	Daily
	Interact with clients and members of the public who could display verbal or physically challenging behaviour	Occasionally
	Undertake training and professional development activities	Regularly
<b>Admin. Tasks</b>	Undertake administrative tasks which may include the following: computer work, writing reports, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, electronic whiteboards	Daily
<b>Transport</b>	Drive vehicles possibly over long distances and in all traffic and weather conditions	Regularly