

Position Description Senior Practitioner

Our Organisation

WestCASA is a community based not for profit sexual assault, family violence and trauma counselling service operating in the western metropolitan region of Melbourne for over 30 years. WestCASA provides counselling, crisis response, advocacy, education, and training and is located in the Multi-Disciplinary Centre (MDC) in Werribee with outposts to Footscray, Melton, and the Dame Phyllis Frost Centre (DPFC, a women's prison) in Ravenhall.

WestCASA is a partner with the Gatehouse Centre, Victoria Police (Sexual Offences and Child Abuse Investigation Team – SOCIT and the Westgate Family Violence Unit), IPC Health, Women's Health West, and Child Protection in the Multi-Disciplinary Centre (MDC) in the City of Wyndham.

WestCASA receives funding to deliver sexual assault and family violence support services from the Victoria State Government.

WestCASA aims to provide a service that facilitates the recovery and healing for women, men, diverse gender folk and young people over the age of 12 years who have experienced sexual assault, family violence and other trauma using an empowering, respectful, and culturally sensitive therapeutic approach.

Our Values

Empowerment: Recognising structural inequalities we advocate and work therapeutically to empower people to have choice over their own lives

Safety and Inclusion: For everyone. We strive to create a safe environment for all at WestCASA and to identify and address barriers to inclusion.

Compassion: We value and engender compassion with clients and with ourselves.

Excellence and consistency: We promote reflection, best practice, and accountability in all that we do and say.

Advocating: For greater understanding and community responsibility for the conditions under which sexual assault and related family violence occur. For resources and delivering services that support the prevention of and education about sexual assault and related family violence across our community.



Our Philosophy

WestCASA is committed to helping people of all gender identities, ethnicities, races, sexual orientations, religions, ages, and physical abilities. This includes trans, gender diverse and non-binary people of all gender identities and expressions as well as cis gendered women and men. We respect and celebrate the diversity within our communities and workplace and recognise that people may use different terms to describe their identity and experience. At WestCASA we are committed in including and celebrating differences such as gender, age, culture, disability, sexual orientation, religion, spirituality, family, and caring responsibilities. These are all valued, respected, and celebrated.

The Role

Reporting to the Head of Clinical Services, the Senior Practitioner will, in conjunction with the Head of Clinical Services, provide clinical leadership, organisational support and development. This position champions the provision of quality clinical counselling and therapeutic interventions at WestCASA. The senior practitioner will have a strong emphasis on collaboration and building and supporting a robust resilient clinical team, with outstanding communication with a broader view of achieving positive client outcomes.

Their high level of experience and postgraduate education will be amply demonstrated within their clinical practice and leadership. This role has thorough knowledge and experience of WestCASA and the services it provides as well as a broader of view across the sexual assault, family violence and trauma sector. This knowledge and experience will underpin the provision of highly competent assistance to the Head of Clinical Services functions.

This role will play a pivotal role in championing an inclusive, respectful organisational culture.

Position Specifications			
Role title	Senior Practitioner		
Location	MDC Werribee	Classification	WestCASA EBA Counsellor Advocate, Grade 4, Year 2

Employment period	Permanent	Remuneration	
Reporting structure	Reports to Head of Clinical Services	Direct Reports	Nil
Hours of employment	Fulltime (38 hours per week) WestCASA standard working hours are 8.00am – 7.00 pm Monday to Friday and flexible work arrangements are available		

ROLE RESPONSIBILITIES

1. Counselling and Advocacy

Provide, when required the provision of:

- 1.1 Effective, evidence-based and culturally sensitive short to medium term trauma counselling to women, men and young people (aged 12 years and over) who have experienced sexual assault, family violence or other trauma, either recently or in the past.
- 1.2 Advocacy with, or on behalf of clients where appropriate, particularly with police, the judicial and medical systems.
- 1.3 Specialist assessment and case formulation for service users who access services of WestCASA.
- 1.4 Informed referrals, secondary consultation and collaboration on cases with other services, the legal system, and police.
- 1.5 Education, support and guidance to Counsellor/Advocates to ensure best practice, assessment, case formulation, therapeutic counselling and adhere to principals of clinical governance in all clinical documentation in the provision of quality services.

2. Clinical Supervision

- 1.1 To have to skills to provide the Clinical Supervision to Counsellor/Advocates, and other staff as required.
- 1.2 Have the ability to develop productive supervision partnerships with staff and develop plans and agreements for the supervision process as required.

- 1.3 Work alongside the Head of Clinical Services in the provision of clinical supervision and secondary consultations to external individuals and organisations as required.
- 1.4 Contribute to analysis and interpretation of statistical data and client feedback on a regular basis, to inform practice and identify trends that may impact upon service delivery.

3. Clinical Development

- 3.1 Assist the Head of Clinical Services to research, develop and project manage the implementation of continuous improvement initiatives.
- 3.2 In partnership with the Head of Clinical Services, contribute to identifying professional development and training needs of Counsellor/Advocates.
- 3.3 Take an active role in sourcing, developing and facilitating internal workshops and training that support WestCASA's staff to successfully contribute to strategic aims and objectives.
- 3.4 Contribute to sector knowledge development through research, articles for journals, and presentations at conferences and workshops.

4. Organisational Development

- 4.1 Demonstrated commitment to actively lead in a manner that fosters an inclusive workplace, cultivates a sense of belonging, encourages authenticity and open communication, regardless of race, gender, sexual orientation, religion, age, education, or background.
- 4.2 Participate in development and review of, policy, procedures and planning in relation to clinical services and WestCASA specific requirements.
- 4.3 Participate in meetings as required, training and professional development, including supervision.
- 4.4 Participate in other activities and meetings relevant to your work at WestCASA.
- 4.5 Liaise and work collaboratively with a range of external and internal stakeholders, including building relationships, proving specialist community and professional consultation and education.

- 4.6 Adhere to all Occupational Health and Safety procedures.
- 4.7 Participate in and demonstrate a commitment to continuous quality improvement activities.
- 4.8 Other duties as required

Key Selection Criteria

Knowledge and experience

1. Commitment to and understanding of the vision, mission and aims of WestCASA.
2. Training and experience in providing Clinical Supervision supporting a range of modalities and disciplines.
3. Demonstrated advanced clinical experience working therapeutically with and responding to complex trauma related to sexual assault
4. Demonstrated advanced crisis intervention skills, including risk assessment and safety planning
5. Excellent verbal and written communication skills, including supporting counsellor/advocates to prepare professional written reports for therapeutic and legal purposes.
6. Advanced knowledge in the application of relevant legislation and professional guidelines (including privacy requirements, children and young people at risk, MARAM, Family Violence Information Sharing Scheme, Child Information Sharing Scheme, professional Code of Ethics and Practice Standards).
7. including Demonstrated skills and ability to engage individuals, teams or working groups collaboratively and respectfully.
8. Demonstrated ability and experience in providing complex trauma counselling with individuals and families.
9. Excellent teamwork, interpersonal and communication skills, including proactive and collaborative approaches
10. Experience in project management and implementation of new initiatives, programs, and resources.
11. High level of written communication skills and ability to adapt to diverse audiences and purpose. Including, but not limited to, funding submissions, responding to subpoenas and legal correspondence.
12. Experience in training and facilitation, and supervision of tertiary students.
13. Demonstrated ability to maintain confidentiality and professional boundaries.

Qualifications, registrations, licences

Social Work

- An Australian Association of Social Workers (AASW) accredited Bachelor Degree or entry level Master's Degree of Social Work that provides eligibility for membership of the AASW
- Written evidence of eligibility of AASW membership for overseas qualifications
- Minimum 7 years' experience as a qualified social worker
- Completion of post-graduate qualification in a relevant field or working towards such a qualification

Or

Psychology

- Current general registration as a psychologist with the Psychology Board of Australia (PsyBA) AHPRA
- A minimum of 5 years' experience as a general registered psychologist
- Having or working towards supervisor endorsement with AHPRA
- Appropriate post graduate qualification in counselling. Clinical or forensic psychology in an Australian Psychology Accreditation Council (APAC) accredited course
- Evidence in participation in clinical research activities

Desirable

- Post graduate qualification in a relevant field or working towards

Employment Requirements

Demonstrated working rights with Australia
Current and Victorian Drivers Licence
Current and satisfactory Working with Children Check
Current and satisfactory Police Check
COVID vaccination certification