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| Department of Families, Fairness and Housing |
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| OFFICIAL |

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| Position Title | Senior Clinician, Youth Forensic Disability Clinical Service |
| Position number: | DFFH/00 |
| Branch/Division/Team: | Community Operations and Practice Leadership, Statewide Disability and Housing Operations Group, Forensic Disability Services |
| Work location: | TBC |
| Classification: | AH-4 |
| Salary: | Value range 1: $105,479 - $116,550  Value range 2: $116,552 - $127,621 |
| Position reports to | Manager, Forensic Disability Clinical Services |
| Position contact: | Manager, Forensic Disability Clinical Services |

# Role purpose

The Senior Clinician (Youth Forensic Disability Clinical Service) is a leadership position that is responsible for the development and provision of clinical supervision and line management of clinical staff at the Youth Forensic Disability Clinical Service Team. The position is integral to the provision of contemporary treatment and care within the forensic disability sector.

## Department of Families, Fairness and Housing

The creation of the Department of Families, Fairness and Housing will allow for a dedicated focus on the community wellbeing and the social recovery of Victoria. The newly formed department will enable us to continue the extraordinary work of supporting Victorian’s, sharpening our focus on better services for 2021. It will also provide opportunities to deliver important work started before the pandemic and to lead bold and innovative reform. The department includes Child Protection, Prevention of Family Violence, Housing and Disability and Ageing and Carers. The department is also responsible for the key portfolios of Multicultural Affairs, LGBTQIA+ Equality, Veterans and of offices of Women and Youth, enhancing the alignment with policy areas and portfolios focusing on the recovery and growth of our diverse communities. The department also supports Family Safety Victoria, Homes Victoria and Respect Victoria.

## Forensic Disability Services

Forensic Disability Services within the Department of Families, Fairness and Housing operates under the *Disability Act 2006* and supports people with cognitive disability involved in the criminal justice system, who require specialist support and adapted intervention to address criminogenic needs.

The program operates alongside the broader justice and disability service system and other mainstream services, to address disability specific factors contributing to a person’s risk of offending.

The primary objective of forensic disability services is:

* enhance community safety by reducing the risk of reoffending among clients.
* foster clients’ independent living and enable them to achieve personal goals by improving their adaptive functioning skills and quality of life.

The services that make up the Forensic Disability Program are:

* Forensic Disability Statewide Access Services
* Disability Justice Coordination
* Forensic Residential Services
* Forensic Disability Clinical Services
* Youth Forensic Disability Clinical Services

## Forensic Disability Clinical Services

Forensic Disability Clinical Services offers behaviour assessment, treatment and consultation services to people with a cognitive disability at risk of reoffending. Treatment consists of cognitive behavioural individual and group treatment programs in two areas:

* Offence specific treatment: sexual violence, physical violence and maintaining change
* Offence related treatment: exploring change; communication; managing anger differently; problem solving and emotion regulation.

Clinical Services also deliver a forensic disability mental health service which provides psychiatric consultation to people with a cognitive disability and history of offending. The service also operates a youth service which provides consultation, behavioural, cognitive behavioural and systemic interventions to young people and their families.

## Key accountabilities

### Operating at value range 1, you will:

1. Provide clinical and line management and leadership to a team of clinical staff to deliver assessment, consultancy and treatment related to people with cognitive disability and offending behaviour, including individual and team performance management and staff professional development.
2. Contribute to the planning, development and delivery of training and education programs for clinical staff and other agencies working with forensic clients with a cognitive disability and assist in the selection and co-ordination of the supervision of university interns on placement with FDCS.
3. Ensure efficient and effective provision of clinical services to clients. This includes consideration of resources, staffing and quality and type of tools and interventions applied to reduce likelihood of behaviours of concern and incarceration and increase achievement of personal goals and independent living.
4. Make decisions on complex intervention strategies that may have significant consequences for clients and their families.
5. Provide specialist advice and consultancy services to departmental staff, staff from other agencies, other professionals, courts and clients and their families regarding programs and services for forensic clients with cognitive disability.
6. Undertake the duties of an Authorised Program Officer
7. Lead the clinical operations of forensic residential services, including application of the therapeutic model, delivery of behaviour support and the safety and wellbeing of those on site.
8. Provide administrative support for meetings.
9. Maintain prescribed registers, data bases, reporting systems and client records ensuring the need to adhere to matters of confidentiality and diversity within a sensitive environment.
10. Operate as required by legislation and departmental standards and exercise the appropriate authorities and legal delegations pursuant to relevant legislation and other specific delegations and functions.
11. As required, attend hearings at the Magistrates’, Children’s, County and Supreme Courts as well as the Victorian Civil and Administrative Tribunal.
12. Participate actively in professional development opportunities.
13. Contribute to team planning, work process improvements and day-to-day administration.
14. Be professionally accountable for autonomous decisions that impact on clients and staff, made within bounds of department policy and with management support.
15. Keep accurate and complete records of your work activities in accordance with legislative requirements and the department's records, information security and privacy policies and requirements.
16. Take reasonable care for your own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the department's occupational health and safety (OHS) policies and procedures.
17. Demonstrate how the actions and outcomes of this role and work unit impact clients and the department’s ability to deliver, or facilitate the delivery of, effective support and services.

#### Operating at value range 2, you will perform all the above together with increasing involvement to:

1. Provide supervision to student clinicians and paid clinicians in accordance with registration bodies for purpose of registration as a Psychologist or Social Worker.
2. Provide service-wide leadership in offender rehabilitation of people with cognitive disability who offend.
3. Lead the development and evaluation of evidence based assessments and interventions.

# Key Selection criteria

## Technical expertise

* Demonstrated skills and ability to conduct and interpret specialised forensic assessment and timely report writing to key agencies, such as the Adult Parole Board, the Victorian Civil and Administrative Tribunal, the Courts and Corrections Victoria.
* Demonstrated knowledge of and experience in providing psychological assessment and treatment to young people. This includes application of counselling skills, behavioural interventions, cognitive behavioural therapy, systemic / family therapies, relapse prevention planning and group programs.
* Knowledge of the Victorian criminal justice system and the Disability Act 2006 in particular as pertaining to restrictive practice and compulsory treatment. An understanding of the broader legislative context and experience in working within a legislative framework.
* Demonstrated experience and leadership working within a relevant or similar legislative and legal environment.

### Qualifications

* A Tertiary Degree level qualification in appropriate Health Sciences; Psychology, Occupational Therapy, Psychiatric Nursing or Social Work.
* To be eligible for registration with the appropriate professional body or association, such as the AHPRA or the Australian Association of Social Work.
* Experience proving therapeutic treatment to youth, is desirable.
* A current full driver’s license is required as travel to other offices within the Department may be required.

### Knowledge and skills

1. **Verbal Communication**: confidently conveys ideas and information in a clear and interesting way; understands and meets the needs of the audiences (the right information to the right people); welcomes constructive feedback; sees things from other’s points of view and confirms understanding.

2. **Interpersonal skills:** sees things from other’s point of view and confirms understanding; expresses own views in a constructive and diplomatic way; reflects on how own emotions impact on others.

3. **Planning and organising:** identifies processes, tasks and resources required to achieve a goal; identifies more and less critical activities and operates accordingly, reviewing and adjusting as required; develops and implements systems and procedures to guide work and track progress; recognises barriers and finds effective ways to deal with them.

4. **Self-management:** plans and prioritises work to ensure outcomes are achieved, resists the temptation to react immediately without taking time to think things through, uses strengths to contribute constructively and consciously manages the impact of own weaknesses, anticipates own reactions to situations and prepares accordingly.

3. **Project management:** consults, liaises with and influences key stakeholders; produces detailed project plans where objectives are clearly defined and action steps for achieving them are clearly specified; monitors performance against objectives and manages project risks and issues; ensures project objectives are met.

### Personal qualities

5. **Initiative and accountability:** proactive and self-starting; seizes opportunities and acts upon them; takes responsibility for own actions.

6. **Resilience:** perseveres to achieve goals, even in the face of obstacles; copes effectively with setbacks and disappointments; remains calm and in control under pressure; accepts constructive criticism in an objective manner, without becoming defensive.

7. **Drive and commitment:** enthusiastic and committed; demonstrates capacity for sustained effort and hard work; sets high standards of performance for self and others; enjoys a vigorous and dynamic work environment.

8. **Teamwork:** cooperates and works well with others in pursuit of team goals, collaborates and shares information, shows consideration, concern and respect for other’s feelings and ideas, accommodates and works well with the different working styles of others, encourages resolution of conflict within the group.

Values and behaviours

The Department of Families, Fairness and Housing employees are required to demonstrate commitment to:

**The public sector values and behaviours** – responsiveness, integrity, impartiality, accountability, respect, leadership and human rights.

**Recordkeeping** – The department is committed to good record keeping and requires all staff to routinely create and keep full and accurate records of their work-related activities, transactions and decisions, using authorised systems.

**Diversity** – The department values an inclusive workplace that embraces diversity and strongly encourages applications from Aboriginal people, people with disability, people from the LGBTQI+ community, and people from culturally diverse backgrounds.

Important information

The salary range for this position is set out in Schedule C of the *Victorian Public Service Enterprise Agreement* 2020. For further information refer to [Department of Treasury and Finance](https://www.dtf.vic.gov.au/home) <https://www.dtf.vic.gov.au/home>).

Department policy stipules that salary upon commencement is paid at the base of the salary range for the relevant grade. An executive delegate must approve any above base requests. These will be by exception only or where required to match the current salary of a Victorian Public Service staff transferring at-level.

Individuals who have received a Voluntary Departure Package from a Victoria Public Service department/agency are ineligible for re-employment for a minimum of three calendar years from the date of separation.

Individuals who have received an Early Retirement Package (ERP) from a Victoria Public Service department/agency are ineligible for re-employment for a minimum of 12 months from the date of separation.

The department is a key emergency management partner and contributes significantly to Victoria’s emergency management arrangements. As part of a whole-of-government agreement, employees may be required to undertake training in emergency management and support functions during an emergency and may be redeployed to facilitate this need.

The department provides and maintains a safe working environment that does not risk the health of its employees.

Pre-employment checks

All appointments require reference checks, national criminal records checks and pre-employment misconduct screening. Some positions also require a Working with Children Check and screening through the Disability Worker Screening List.

Applicants who have lived overseas in one country for 12 months or longer in the last ten years must provide an international police check from the relevant overseas police agency. Applicants can obtain a check through an organisation providing international police checks via an internet search.

Pre-employment checks may include checking whether an applicant’s name is on the Disability Worker Screening List. This incorporates:

* the Disability Worker Exclusion List which includes names of persons unsuitable for employment as a disability support worker in a disability residential service provided, funded or registered by the Department of Families, Fairness and Housing.
* the National Disability Insurance Scheme Quality and Safeguards Commission which has compliance and enforcement actions, including banning orders
* the Victorian Disability Worker Commission prohibition orders.

COVID-19 Vaccination

The department strongly recommends (but does not mandate) that employees maintain their COVID-19 vaccination status in accordance with current [**ATAGI (Australian Technical Advisory Group on Immunisation) advice**](https://urldefense.com/v3/__https:/dffhinternalcomms.cmail20.com/t/y-l-pykfdk-idikkrlhur-y/__;!!C5rN6bSF!H6CXxDfLBvqg9rEgbXDpYWA3WTHZn2OnDJhKeq0kxH-ACrRChd8KszaSeb1LyWwAcRzC24ygBFEglV9-MxD2nlA3BC5C4uEEwWgG6qpjPw$), given their individual circumstances. As of June 2023, DFFH does not require evidence of COVID-19 vaccination status.

Further information

For enquiries regarding the position please phone the contact on the position description. If you experience difficulties in applying online, please contact Workforce Services via email at [COPLWorkforceServices@dffh.vic.gov.au](mailto:COPLWorkforceServices@dffh.vic.gov.au)

DFFH values the contribution of all employees and fair and equitable treatment of all people is integral to all activities. As such, the DFFH offers reasonable adjustments for applicants with disabilities on request at [aboriginaldiversityinclusion@dffh.vic.gov.au](mailto:aboriginaldiversityinclusion@dffh.vic.gov.au)

For further information visit [‘About the Department’ on Department of Families, Fairness and Housing’](https://www.dffh.vic.gov.au/about) <www.dffh.vic.gov.au/about>.

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