



Title	Adolescent & Family/Sexual Assault Counsellor
Reports to	Manager- Safety & Resilience NSW
Direct Reports	NA
Last Updated	March 2018
Tenure	Fixed term contract 02/01/2018- 31/05/2018 (with possibility to extend)

Good Shepherd Australia New Zealand (GSANZ)

The Good Shepherd network works to create just and equal communities where women and girls can live full, safe lives. We have been committed to our mission for nearly 200 years, working strongly for social change. Wherever we are, we strive to team up with people who share our mission, vision and passion for social justice because the need is still great. Women and girls are at the centre of GSANZ's work and mission, with areas of expertise including: safety and resilience, educational pathways and financial security.

Our Safety & Resilience services are delivered across Victoria and New South Wales and include integrated family services (including Child FIRST), a range of family violence response services, counselling and case management for children, young people, women and families, support for those who are homeless or at risk of homelessness (including refuge accommodation for women and children who have experienced family violence). Support groups and workshops are offered in community settings to meet the identified needs of vulnerable children, young people, women and families. All of our services are informed by the latest evidence and research and adopt a best practice approach. We are committed to continuous improvement, innovation and delivering measurable outcomes. Our services are strengths based, client-centred and underpinned by our mission and values.

Role Purpose

The role of Adolescent & Family/Sexual Assault counsellor, based in Marrickville, Sydney, provides counselling for adolescents aged 12 to 18 years and their family members either individually or together. The program is funded by The Department of Family and Community Services (FACS) under Targeted Early Intervention (TEI). The counsellor is part of a team offering therapeutic services both internally to young people participating in other Good Shepherd services including RISE and The Waranara School and externally referred via schools, government and Non-government agencies and parents. The role also involves co-facilitating groups with parents of adolescents and young people.

We operate from a client-centred, strengths-based, trauma-informed model with a focus on supporting families to remain connected, increase safety and developing strategies which promote resilience.

Qualifications and Mandatory Requirements

- Tertiary qualifications in psychology, social work, counselling or related disciplines
- Minimum two years' experience in the provision of face-to-face counselling
- Demonstrated experience working with adolescents and families with a range of issues including sexual assault
- Demonstrated experience in facilitating groups
- Knowledge of child protection issues and mandatory reporting requirements
- Excellent written and oral communications skills
- A current Working with Children's Check (WWCC)
- A current Australian Drivers License and ability to work evenings on occasion

Responsibilities

Strategy

- Deliver service in line with team operational plan and GSANZ's strategic plan
- Contribute to development of team plan

People

- Demonstrate commitment to own learning and development
- Contribute to development of a high performance team through demonstration of capabilities outlined in GSANZ 's leadership capability framework
- Participate actively in regular formal supervision
- Share knowledge and practice insights with colleagues
- Take responsibility for own wellbeing

Clients

- Provide counselling to individual adolescents, parents/carers or families
- Co-facilitate therapeutic and psycho-educational groups for adolescents and parents
- Enhance family, child and youth health, wellbeing and safety
- Make referrals to other relevant government and non-government services dependent on client need
- Deliver best practice service to clients in line with agreed goals/contribution
- Seek feedback from client in order to reflect and improve on own practice
- Maintain a client-centred and trauma-informed approach to service delivery at all times

Service Delivery and Operations

- Deliver all services in line with service standards and program procedures
- Maintain accurate data, information and reporting at all times
- Look for opportunities to balance workload with other team members as required to ensure targets are met
- Develop, record and evaluate groups
- Update and maintain regular case notes and report incidents as necessary
- Maintain agreed case load
- Provide timely reporting in line with department requirements
- Other duties as reasonably required

Stakeholders

- Liaise effectively with referral network
- Work collaboratively with other service providers to deliver valued outcomes for clients
- Develop constructive, collaborative relationships with other GSANZ team members and departments

Compliance

- Maintain client files, case notes and data in accordance with funding body and agency standards
- Demonstrate behaviour consistent with GSANZ mission, values, behaviours and policies at all times
- Maintain agreed quality standards
- Maintain OH&S standards at all times

Values & Behaviours - We are all co-responsible for the delivery of the Good Shepherd Mission and living our values by modelling these behaviours in all that we do.

Reconciliation

- We understand the past, respect our place in history and move forward in the spirit of healing and partnership
- We use our capability to build knowledge and skills in the community and with individuals
- We use a coaching approach to facilitate growth, skill building and development
- We pro-actively seek opportunities to draw on the wisdom and expertise of others in order to support those we work with appropriately

Value of each person

- Our relationships are based on empathy, respect and compassion that sees, and seeks out, the good of each person
- We participate actively, courteously and enthusiastically as part of a team
- We work collaboratively to deliver valued outcomes for every individual
- We adopt appropriate systems and practices to support outcomes that are important to people
- We recognise the strengths, skills and contribution of each person in order to achieve our mission

Justice

- We challenge structures and behaviours that perpetuate disadvantage so that we bring about positive change
- We listen first in order to understand
- We use our resources efficiently and effectively to sustain and grow our services
- We have constructive conversations about performance, recognise excellence and hold each other accountable for our values based behaviours
- We make informed decisions and communicate early, honestly and transparently

Zeal

- Our commitment is wholehearted
- We embrace opportunities to increase our positive impact and influence
- We reflect and adapt our practice to ensure currency and relevance
- We see change as an opportunity and positively champion new ways of being and doing
- We stretch ourselves individually and collectively to overcome barriers and setbacks

Audacity

- We think reflectively and take bold action to follow new paths for the mission
- We look for innovation and learn from mistakes as a path to knowledge
- We make brave decisions while we are prudent and carefully assess risks and alignment to mission
- We embrace debate to ensure sound decision making
- We stand by our decisions as a team and as individuals.