



## POSITION DESCRIPTION

### POSITION DETAILS

<b>Local Title</b>	Lead Practitioner
<b>Position Number</b>	PD T 01
<b>Classification, Time Fraction &amp; Duration</b>	TBA Full-time, ongoing
<b>Responsible to</b>	Chief Operations Officer
<b>Qualifications</b>	University qualification in psychology, social work or related discipline
<b>Location</b>	140 Langtree Avenue, Mildura

### ORGANISATIONAL CONTEXT

MASP delivers services to children, youth, adults and families who have experienced social or economic disadvantage through trauma, abuse or neglect. We work across north-west Victoria and south-west New South Wales.

We understand our community issues and our clients' challenging and complex needs, and help people and families in a timely, sensitive and client focused manner through a broad range of programs. Our programs are grouped within placement and family services, disability services, and homelessness support services.

We seek to be an agile and progressive organisation that pursues continuous improvement, new opportunities, and new ideas and ways of doing things.

Further details about MASP can be found at [www.masp.org.au](http://www.masp.org.au)

### POSITION OVERVIEW

This is a specialist role designed to drive systematic change by leading the development of strategy and policy, provide therapeutic advice to the organisation and to support our practices, staff and carers.

The successful candidate will take the lead in driving a trauma-informed approach across the organisation, including assessment of our service delivery capacity, training, and assisting staff, carers and the Clinical Governance Committee with thematic analysis of client behaviours and trends and advising strategies to ensure continuous improvement where possible.

The person will lead the development of strategies that build the capacity of staff to work most effectively with clients that display complex behaviours, and provide support and critical incident debriefing for staff and carers exposed to real or vicarious trauma resulting from work with clients.

## POSITION DUTIES

- Lead the development of an organisation-wide trauma-informed approach that complements the roll-out of therapeutic models of service delivery.
- Lead reflective practice sessions and training for staff and carers.
- Conduct consultations regarding therapeutic needs with clients to staff and carers.
- Collect and collate data to share learnings with staff.
- Provide the organisation with advice in the development of quality frameworks for service delivery, with a focus on therapeutic interventions.
- Where appropriate, support the development of Emotional/Relational/Behavioural management plans in a therapeutic setting.
- Collaborate in the recruitment and accreditation of carers, and embed the theories and practices of therapeutic models to new carers during the induction process.

## SKILLS AND COMPETENCIES REQUIRED

- Strong understanding of trauma informed practice and delivery of trauma informed services
- Knowledge and experience in leading trauma-informed approaches across an entire organisation.
- Demonstrated ability to provide therapeutic leadership, and guidance, to a range of staff, professionals and stakeholders delivering client care.
- A well-developed understanding of child development, attachment and trauma theories, their relationship to child abuse and neglect, and ability to assist others to understand the implications of these.
- Knowledge and experience in delivering a range of appropriate therapeutic interventions to complex client groups.
- Strong interpersonal skills to initiate, lead, implement and manage change
- Capacity to articulate and relate theory and practice in a training environment.
- Understanding of therapeutic models as they apply to Aboriginal people and the CALD community.

## TERMS AND CONDITIONS

### Salary & Conditions

In accordance with the MASP Enterprise Agreement. Salary packaging arrangements available.

### Probation Period

On commencement, an initial six-month probationary period.

### Police Check & Working with Children Check

A Police Check and Working With Children Check must be passed prior to commencing employment.

<b>Driver License</b>
<b>Performance Appraisal</b>
<b>Responsibility and Continuous Improvement</b>
<b>Training &amp; Development</b>
<b>Occupational Health &amp; Safety Responsibilities</b>
<b>Privacy &amp; Confidentiality</b>

Appointee must possess and retain a current Victorian driver’s licence.

To be carried out by the line manager within six months of commencement, and thereafter once every twelve months on the anniversary of commencement.

Appraisal will be made with consideration to KPIs for the role and general conduct in the workplace.

Comply with MASP policy and procedure, including but not limited to the Code of Conduct, Equal Opportunity, and requirements for staff to develop cultural competence skills.

Participate in regular supervision and other meetings with a positive attitude and respect for the opinion of others.

Maintain a commitment to quality outcomes and ways of improving service delivery. Demonstrate a commitment to a continuous improvement framework.

Participate in training, professional development, and other forums as required.

Comply with OHS legislation and contribute to a safe and harassment-free workplace.

Comply with all reasonable instructions and procedures and report to your Health & Safety Representative (HSR) any risks, hazards, near-misses or incidents that may compromise the safety of all people on MASP sites.

Immediately report to the Chief Executive Officer any workplace incident, accident or other occurrence which has happened and complete the necessary OHS reporting documentation.

Comply with the Privacy and Confidentiality Policy and the National Privacy Principles.

## KEY SELECTION CRITERIA

1. Significant experience leading trauma-informed approaches across an organisation, including with staff.
2. Demonstrated success in leading therapeutic models of care.
3. University qualification in psychology, social work or related discipline.
4. Has developed and delivered a range of therapeutic interventions to complex client groups.
5. Can demonstrate improved outcomes for clients from therapeutic interventions.

## APPLICATIONS

Applications **must** address the Key Selection Criteria and be emailed by the due date, addressed to:

Nathan Jilbert  
 Human Resource Manager  
[careers@masp.org.au](mailto:careers@masp.org.au)

Prior to submitting their application, applicants are strongly encouraged to discuss the position with the MASP contact person, as advertised on the employment page at [www.masp.org.au](http://www.masp.org.au).