thorneharbour health

POSITION DESCRIPTION

POSITION TITLE:	Counsellor
PROGRAM:	Counselling, AOD and Family Violence Services Program (CASP)
STATUS:	Ongoing Part Time (0.7)
REPORTING TO:	Team Leader of Counselling
LOCATION:	The role is based at 615 St Kilda Road Melbourne. From time to time the incumbent may be out posted to other THH sites or collaborating centres
CLASSIFICATION:	SCHADS Social Worker Class 2 / SACS Level 5

1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health is a community-controlled LGBTI organisation, governed by our members, and working for our sex, sexuality and gender diverse communities.

For the past 35 years as the Victorian AIDS Council (VAC), the organisation led the Victorian community's response to HIV and AIDS. Now, in 2018, our work has moved beyond Victoria and Thorne Harbour Health is responding to a broad range of issues. Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTI communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

Our Vision

We envision a healthy future for our sex, sexuality and gender diverse communities, a future without HIV, where all people live with dignity and wellbeing.

Our Mission

We devise and deliver effective community-driven health and wellbeing programs. We advocate to reduce stigma and discrimination.

For more information on our organisation please visit our website www.thorneharbour.org

2. PROGRAM CONTEXT, ROLE & FOCUS

Thorne Harbour Health services to the LGBTI community and people living with HIV recognise the importance of specialist responses led by the LGBTI community for the community and that HIV related programs adhere to the principles of the meaningful involvement of people living with and affected by HIV.

The Counselling and AOD Services Program (CASP) provides specialist support services to the LGBTI community and those living with, affected by or at risk of HIV, combining counselling, family violence and AOD teams.

CASP provides therapeutic counselling and support services to individuals, couples, and families as well as group programs. These specialist services target the LGBTI community and people living with or affected by HIV or Hepatitis C.

CASP also delivers Training & Capacity Building in the areas of LGBTI health and people living with or affected by HIV or Hepatitis C.

The CASP team is made up of professionals from different disciplines and with expertise in a variety of therapeutic modalities. Clinicians are all professionally qualified and registered with appropriate governing bodies.

3. POSITION ROLE AND RESPONSIBILITIES

The Counselling service aims to support positive change with clients from the HIV, Hepatitis C and LGBTI communities through the delivery of evidence-based therapeutic individual, couple, group and family counselling interventions to clients and their families. It also supports the work of the Alcohol & Other Drugs Counselling Service and Family Violence Service.

The Counsellor's role includes ongoing liaison and partnering with other services in the organisation and with external service providers to facilitate client access to needed services, to support the realisation of positive health and well-being outcomes.

In addition, the Counsellor has a key role in the clinical governance of CASP by contributing to the development of programs, policies and procedures.

Key roles and responsibilities of the Counsellor are as follows:

Therapeutic counselling

- Deliver high quality, evidence-based, short-term therapeutic counselling relating to the health and well-being of individuals, couples, families and groups who are affected by HIV/AIDS or Hepatitis C, and to LGBTI clients on a wide range of issues
- In collaboration with the client(s) and their significant others:
  - Determine details of the type and duration of counselling interventions required to address the therapeutic needs of the client, building on the plan provided at intake and assessment
  - Deliver evidence-based, person-centred, LGBTI affirmative psychosocial interventions including but not limited to brief interventions, cognitive behavioural therapies, psycho-education, motivational enhancement therapy, social behavioural therapy and group work
  - Undertake exit planning
- Maintain the required clinical caseload
- Contribute to the design of group programs and provide co-facilitation of group programs, within the Counsellor's and Team Leader's areas of expertise
- Maintain accurate records of client case notes and contacts and ensure data entry on the client data base is up to date, accurate and complete

- Achieve performance targets as set and work within program guidelines
- Work within Thorne Harbour Health privacy policy and adhere to all Thorne Harbour Health policies and procedures, including professional codes of practice

4. KEY SELECTION CRITERIA

Qualifications

1. Relevant tertiary qualification in health or welfare, such as social work, psychology, or counselling
2. Membership of a relevant professional association (e.g., AASW, AHPRA, APS, PACFA)

Skills and experience

1. Knowledge of and experience with evidence-based therapeutic frameworks suitable for short-term counselling practice
2. Experience and competence in the design and delivery of face-to-face individual, family, or group counselling involving a diverse client group, preferably with people living with or affected by HIV, Hepatitis C, and/or from LGBTI communities and their families. The experience of couples counselling is also desirable.
3. An interest and willingness to work with people from LGBTI communities, including people in a non-judgmental and respectful manner
4. Ability to convey warmth, openness, empathy and concern for the welfare of clients and their families
5. Highly developed oral and written communication, organisational and administrative / reporting skills
6. Capacity and willingness to contribute to a supportive and productive team environment

5. CONDITIONS OF EMPLOYMENT

- Salary is paid in accordance with the VAC-GMHC Employment Agreement 2014. The classification for the position is Social Worker Class 2 / SACS Level 5 commencing at $76,897 per annum pro rata.
- Salary packaging is a legitimate method of restructuring existing salary into a combination of salary and expense payment benefits to provide a higher net remuneration for the employee. This arrangement is available at Thorne Harbour Health.
- Employer's contribution to superannuation (9.5%) will also be paid.
- Conditions of employment are as stated in the VAC-GMHC Employment Agreement 2014. Overtime is not paid at Thorne Harbour but Time in Lieu arrangements apply with the approval of Team Leader (Counselling)
- The position is for 26.6 hours per week.
- Completion by Thorne Harbour Health of a satisfactory police check.
- The incumbent will be required to undertake a Working With Children Check.
- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.

Applicants must be either Australian citizens, or have permanent resident status

6. PROFESSIONAL SUPERVISION

Thorne Harbour Health has a commitment to ensuring that counselling staff receive high quality professional supervision on a regular basis. This role is required to attend this supervision.

7. WORKPLACE HEALTH & SAFETY

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Duties of Employees).

7. APPLICATION PROCESS

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be sent to recruitment@vac.org.au

For further enquiries please contact: Michael MacKay, Counselling Team Leader, BH 98656700 michael.mackay@thorneharbour.org

Applications close : 9.00am Wednesday 24th of October, 2018

Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.