

POSITION DESCRIPTION

Position Number:	1045
Position Title:	Children's Counsellor
Position Type:	Permanent (Full-Time) or (Part Time)
Positions Level:	SCHADS 5.1
Location:	Darwin and/or Alice Springs
Responsible To:	Team Leader – Children's Therapeutic Services

About Relationships Australia Northern Territory

Relationships Australia Northern Territory (RA-NT) is a community-based, not-for-profit, non-government organisation providing a broad range of services, for all members of the community regardless of religion, belief, age, gender, sexual orientation, lifestyle choice, cultural background or economic circumstances.

Our clients are often dealing with complex and sensitive situations, so we look for employees who are understanding, knowledgeable and genuinely care about the wellbeing of others.

Purpose

We empower individuals, families, and communities to grow through a rich culture of belonging, connection, and respectful relationships.

Values

Fostering an organisational culture that embodies the following values is at the heart of how we operate at RA-NT:

Value:	This means:
Listen with compassion	We care deeply for each other and our clients. We are committed to listening with curiosity and empathy, and to providing a space for people to feel safe and supported.
Work together with respect	Relationships and the way we connect with each other are our lifeblood and are core to building each other up and working towards growth and healing.
Celebrate difference and promote fairness	We embrace diversity and prioritise inclusion, equity and self-determination. We are strong in our commitment to social justice across ages, gender, cultural and financial differences.
Strive for quality and trust	We value honesty and truth, and we do what we say we will do with a commitment to quality and professionalism. We are always learning about our clients, ourselves and best practice, to deliver the best services and programs that we can.

Position Statement

The purpose of this position is to provide counselling services to children and their families. Practitioner will provide effective, innovative and culturally appropriate therapeutic responses for children referred to the service from a range of sources.

The program will be informed by best practice trauma sensitive counselling and interventions and will target vulnerable children and their families - in particular children who have been exposed to Domestic and Family Violence.

Within this role, you are required to meet and comply with the Behaviour Standards outlined in our Safeguarding Children and Young People Practice and Behaviour Guidelines, and actively participate in cultural safety and "cultural fitness".

Key Accountabilities and Deliverables

- Provide both onsite and outreach services that are innovative and culturally appropriate therapeutic responses for children who have been affected by Family and Domestic Violence.
- Facilitate opportunities for whole-of-family interventions with parents and kinship carers, emphasizing the impact of these experiences on the child.
- Connect children and families from the target group with appropriate support services and networks.
- Engage in interventions with parents and family members, focusing on the child's well-being and experiences.
- Manage cases with high levels of complexity, ensuring appropriate therapeutic responses and interventions.
- Work from a trauma-informed and strength-based practice lens to support children and families effectively.
- Assess children and families' needs and determine the best therapeutic approach tailored to their unique circumstances.
- Advocate for children and families with service providers and agencies to ensure they receive the necessary support and resources.
- Collaborate with the Therapeutic Team to develop service delivery protocols and practices, including referral and assessment tools.
- Stay updated on legal, ethical, and regulatory requirements, ensuring compliance with relevant policies and guidelines.
- Follow risk management processes, conduct risk assessments, and adhere to safety procedures to ensure the well-being of clients and staff.
- Maintain accurate, confidential records of client interactions, assessments, and interventions.
- Engage in professional development activities to stay current with best practices in the field.
- Promote the program and RA-NT's services where appropriate, through professional and community networking, presentations, and public relations activities.
- Participate in regular Line Management and Supervision as organised by the Team Leader.

Qualifications and Experience

Essential

- Qualifications in Psychology, Social Work or Counselling and demonstrated eligibility for or current membership of the relevant professional body or registration with AHPRA.
- Demonstrated experience in the delivery of counselling services to children using a whole-of-family approach on issues including complex trauma, grief and loss, and behavioural difficulties.
- Demonstrated knowledge and understanding of trauma-informed practice including theories of child development, trauma and attachment theory.
- Demonstrated high level written and verbal communication skills including the ability to represent the program and organisation externally.

Requirements

- A satisfactory Northern Territory working with children's check.
- A satisfactory National Criminal History Check.
- Possession of a current NT Driver's License.
- A commitment to our Safeguarding Children Practice and Behaviour Guidelines.
- Ability to travel remote and domestic when required.

Please note that Position Descriptions are under regular review and may be changed by the Chief Executive Officer, after consultation, at any time.

Acknowledgement

I have read, understood and accept the position as documented in this position description.

Employee Name:

Signature:

Date:

<i>Reviewed by:</i>	<i>Human Resources</i>	<i>January 2024</i>
<i>Review due by:</i>	<i>Human Resources</i>	<i>January 2025</i>
<i>Approved by:</i>	<i>Chief Executive Officer</i>	<i>January 2024</i>