

Position Description	
<b>Position Title:</b>	Team Leader – Children’s Therapeutic Services
<b>Position Type:</b>	Permanent Full-Time
<b>Position Level:</b>	SCHADS Level 6
<b>Salary Range:</b>	
<b>Location:</b>	Darwin, Northern Territory
<b>Responsible to:</b>	Manager – Community Well-Being Team
<b>Requirements:</b>	<ul style="list-style-type: none"> <li>• Ability to maintain a current Northern Territory working with children check (Ochre Card).</li> <li>• A satisfactory national criminal history check.</li> </ul>

### About Relationships Australia NT

Relationships Australia NT (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.

Relationships Australia NT is accredited as a Safeguarding Children organisation with the Australian Childhood Foundation. Therefore, all staff working at RA-NT are required to complete training regarding Safeguarding Children and mandatory reporting upon induction at RA-NT. Staff need to commit to the RA-NT Code of Conduct and all Safeguarding Children related policies.

### 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

Reporting to the Manager – Community Well-Being Team, you will play a key role in supporting a dedicated group of professionals who are passionate about walking alongside children and families. This role combines leadership with hands-on practice, ensuring our counselling services are safe, effective, and nurturing.

Our team is committed to creating supportive spaces for children and their families, grounded in evidence-based practice, trauma-informed approaches, and a strong belief in the strengths and resilience of every child and family we work with.

## Key accountabilities and deliverables

### Leadership and Team Development

- Lead and support a caring, collaborative, and high-performing team culture that reflects our organisational values and our commitment to children's wellbeing.
- Provide guidance in service delivery, ensuring counselling and case management are always child-centred and responsive to family needs.
- Facilitate team meetings, reflective practice, and debriefing sessions that promote learning, wellbeing, and shared support.
- Offer consistent supervision, mentoring, and professional development for Children's Counsellors, helping each team member grow in confidence and skill.
- Support the Manager with workforce planning, performance development, and strategies that strengthen team capability.
- Maintain a small caseload, offering therapeutic support to children and families while also providing leadership in complex cases.
- Ensure safeguarding policies and safety procedures are always prioritised, creating safe environments for children, families, and staff.

### Compliance and Continuous Improvement

- Ensure client records and reports are accurate, confidential, and reflect respectful practice.
- Support counsellors to meet their Key Performance Indicators (KPIs).
- Contribute to program evaluation and service improvement initiatives that keep children and families at the heart of our work.

- Support compliance with ethical, legal, and professional standards while encouraging a culture of care and accountability.
- Work with the Manager on planning and development of new initiatives, seeking opportunities to grow and strengthen services for children and families.
- Share insights and feedback that help shape services to be innovative, responsive, and impactful.

## Qualifications and Experience

### Essential

- Tertiary qualification in Social Work, Counselling, Psychology or another relevant qualification.
- Minimum of 3 years' experience in the Children's Therapeutic Services or similar.
- Proven experience in motivating and encouraging a successful team collaboration.
- Demonstrated ability to problem solve and manage competing priorities, whilst ensuring clients are kept safe and at the centre of service delivery.
- Demonstrated experience in attachment-based and trauma-informed counselling with children and families.
- Demonstrated knowledge of theory and experience in trauma-informed counselling/case work.
- Working knowledge of general risk management principles, both from a people and organisational perspective.
- Proven experience in developing and maintaining strong (working) stakeholder relationships.

### Desirable

- Leadership experience.
- Experience in delivering Commonwealth, or Territory funded programs.
- Exposure to the Not-for-Profit sector.

### Requirements

- A satisfactory Northern Territory working with children check.
- A satisfactory national criminal history check.
- Current NT Driver's License
- Ability to travel remote and domestic when required.
- A commitment to our Safeguarding Children Practice and Behaviour Guidelines.

### Work Health and Safety

- Demonstrated safe work practices for personal health and safety, and the health and safety of others in line with Work, Health and Safety requirements.
- Comply with any reasonable instruction and co-operate with any reasonable policy or procedure of the organisation relating to health or safety in the workplace.

### Corporate

#### Physical Resources

- Take care of physical resources during employment with RA-NT including IT,

vehicles, equipment and related items.

### **Systems**

- Comply with RA-NT corporate systems, policies, and procedures.

***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 (Please Print):

Signature:

Date: