

Therapeutic Care Lead, Residential Care

Department for Child Protection

*Nurturing happy, healthy kids so they
can grow up safe and reach their full potential.*

CLASSIFICATION: ASO7
REPORTS TO: Lead Practitioner, Residential Care
ROLES REPORTING TO THIS ROLE: Nil

DIRECTORATE: Out of Home Care
FTE: 1.0

ABOUT THIS ROLE:

The Therapeutic Care Lead, Residential Care is accountable to the Lead Practitioner, Residential Care and provides practice leadership and workforce capability support to Residential Care staff. Working under the guidance of the Residential Care Managers, Clinical Lead and Aboriginal Clinical Lead, and in collaboration with leaders across the directorate, the role supports the consistent implementation of the Department's therapeutic models of care across Residential Care. The role builds workforce capability through coaching, practice guidance, reflective practice, quality assurance and continuous improvement activities. It supports staff to consistently apply approved therapeutic and trauma-informed approaches in their day-to-day practice, promotes practice consistency, and contributes to improved experiences and outcomes for children and young people. The role works in partnership with clinical professionals to embed therapeutic practice across Residential Care.

YOU WILL BE ADDING VALUE BY:

1. Lead and coordinate the implementation, continuous improvement and evaluation of the Department's therapeutic model(s) of care, associated tools and practice approaches across Residential Care.
2. Support Residential Care staff to consistently apply approved trauma-informed, crisis prevention and intervention approaches when responding to children and young people with complex needs and behaviours.
3. Strengthen partnerships with Aboriginal and Torres Strait Islander communities and work under guidance of the Aboriginal Clinical Lead and cultural experts to ensure practice approaches are culturally safe, responsive and aligned with the needs of Aboriginal children and young people.
4. Provide practice leadership, coaching and implementation support to Residential Care Managers, Supervisors and Senior Youth Workers to identify practice gaps, address implementation challenges and strengthen workforce capability and service quality.
5. Develop and maintain systems to monitor the implementation of the therapeutic models, practice standards and workforce capability, supporting consistent practice and continuous improvement.
6. Build and maintain effective relationships with internal and external stakeholders, including service providers, to support implementation of the therapeutic model(s), workforce capability and coordinated service delivery for children and young people under the Guardianship of the Chief Executive.
7. Support Supervisors and Senior Youth Workers to facilitate reflective practice, coaching and professional development that reinforces the Department's therapeutic model and practice framework.
8. Lead and contribute to the implementation of the Department's commitments to Aboriginal and Torres Strait Islander children, families and communities, including the Reconciliation Action Plan and Anti-Racism Strategy.
9. Identify, escalate and assist in managing risks associated with implementation of the therapeutic models and promote safe, consistent practice across Residential Care.
10. Work in partnership with clinical staff to support the implementation of therapeutic and trauma-informed practice frameworks across Residential Care, ensuring staff are equipped to apply these approaches in their daily work.
11. Lead and support initiatives that strengthen positive programming, youth engagement, family and community participation, emotional regulation, resilience and positive behaviour support within Residential Care.
12. Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards, and injuries in accordance with DCP policy & procedure and cooperating and complying with reasonable instructions of DCP line management and WHS Officers.



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WHO YOU WILL WORK WITH:

Internal

- Lead Practitioner, Residential Care (direct line manager)
- Manager, Residential Care
- Director, Residential Care
- Supervisors, Senior Youth Workers and staff within Residential Care
- Aboriginal Clinical Lead and Clinical Lead, Residential Care
- Therapeutic Care Leads
- Other staff across the department

External

- Other government and non-government agencies

QUALIFICATIONS

Essential: Certificate IV in Child, Youth and Intervention or equivalent

Desirable: Tertiary qualification in Human Services, Leadership or Management

YOUR CAPABILITIES:

- Demonstrated experience in providing therapeutic leadership within complex human services, residential care, child protection or related environments, with the ability to drive consistent, high-quality outcomes through influence, coaching and continuous improvement.
- Demonstrated ability to work autonomously and collaboratively, exercising sound judgement to manage competing priorities, respond to emerging issues and achieve organisational objectives within required timeframes.
- Highly developed interpersonal, consultation, negotiation and communication skills, including the ability to provide expert advice, influence practice outcomes, facilitate reflective discussions and build effective relationships across all levels of an organisation.
- Demonstrated experience identifying, assessing and mitigating risks relating to child safety, therapeutic practice and service delivery, including the ability to escalate issues and provide recommendations for sustainable solutions.
- Demonstrated understanding of trauma-informed care, therapeutic models of practice and behaviour support approaches, including the ability to support the implementation and ongoing sustainability of organisational therapeutic frameworks.
- Experience in supporting staff to facilitate professional development and reflective practice supervision to strengthen staff capability to model safe, therapeutic care environments for children and young people.
- Ability to foster good partnerships with Aboriginal and Torres Strait Islander communities, internal and external stakeholders, and service providers to support inclusive decision-making and community engagement that drives improved outcomes for children, young people, and families.
- Proven comprehensive understanding of the harmful impacts of colonisation on Aboriginal and Torres Strait Islander Peoples, inclusive of intergenerational trauma and commitment to providing effective and strategic leadership to improve outcomes for Aboriginal children and families.

OUR COLLECTIVE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Understand and follow the requirements of confidentiality within the *Children and Young People (Safety) Act 2017*, and whole of government and DCP policies, procedures and practice guidance to facilitate appropriate standards of confidentiality and information sharing practice.
- Actively participate in performance development processes.
- Comply with reporting obligations arising from legislation, professional conduct standards including the Code of Ethics for the South Australian Public Sector, and departmental policies, procedures and practice guidance.

SPECIAL CONDITIONS

- You must have, or gain, a current Department of Human Services working with children check prior to being employed and renew this every five years before expiry.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Lead Practitioner, Residential Care.
- Some out of hours work may be required.
- Some intra/interstate travel (including in small aircraft) may be required.
- The incumbent is required to participate in psychological assessments of a kind determined by the Chief Executive as and when required by the Chief Executive.



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- Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.
- Actively contribute to Reconciliation, and to the aims and objectives of the Aboriginal & Torres Strait Islander Child Placement Principle.
- Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.
- Maintain the Program Standards of White Ribbon Reaccreditation.
- Actively support DCP's commitment to ensuring a workplace culture that is respectful, safe and inclusive where our employees are free from discrimination and are recognised for the individual and collective skills and perspectives that they bring by virtue of culture, race, gender, disability, age, sexual orientation, gender identity, intersex status and other differences.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.
- The incumbent is required to maintain a satisfactory psychological suitability assessment to work with children and young people during employment.
- Hold a current driver's licence of an appropriate classification and is able and willing to drive in the course of their duties.
- May be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.
- The incumbent will be required to undertake Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.
- Australian residency or current works permit is required (responsibility of applicant to provide evidence of a current work permit).



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YOU WILL CONTRIBUTE TO



OUR VISION is for all children and young people to grow up safe, healthy, connected and feeling loved so they reach their full potential.



OUR PURPOSE: The Department for Child Protection protects, cares for and empowers children and young people at risk and in care. We do this by working together with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their full potential.



Leaders in practice excellence

Staff in all parts of child protection develop and use best practice in their work to deliver improved outcomes for children, young people, carers, and families.



Closing the Gap

We commit to a transformed child protection system that makes active efforts and where Aboriginal people and communities are empowered to lead decision making about the care and wellbeing of Aboriginal children and young people.



A child protection system that meets the needs of children and young people

We commission and deliver services based on a deep understanding of the needs of children and young people in care and our aspirations for them to heal from trauma and reach their full potential.



A thriving workforce

We are future focused in our workforce strategy, supporting and valuing our staff, proactively recruiting, and establishing sustainable systems, processes and workplaces that enable us to be highly effective.



Active and collaborative partnerships

We work together with our service partners and alongside the community to improve outcomes for children, young people, carers, and families.



Working alongside carers

We respect and value carers as vital partners in keeping children and young people safe and well.



Quality services and safeguarding

We are accountable and transparent, and pursue continuous improvements to promote the safety and wellbeing of children and young people throughout the services we fund and provide.

CERTIFIED CORRECT August 2026



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