

Department for Child Protection

ROLE TITLE:	Senior Clinician	DIRECTORATE :	Strategy, Partnerships and Reform
CLASSIFICATION:	AHP2	BUSINESS UNIT:	Disability and Development
POSITION NO:	Various	FTE:	1.0
DATE REVIEWED:	October 2022	ROLES REPORTING TO THIS ROLE:	Nil
REPORTS TO:	Lead Clinician		

ROLE PURPOSE:

The Senior Clinician is a role within the Department for Child Protection, Disability and Development Program and is accountable to the Manager, Disability and Development Program for the provision of specialist assessment and intervention programs to support the development and stability of children and young people in care. The role is responsible for providing professional consultancy, advice and educational services to clients and staff of the Department for Child Protection (DCP) and other government and non-government organisations. The role is also responsible for contributing to service development, review and evaluation of services to support quality service delivery, and the development of best practice in multidisciplinary therapeutic services within DCP.

KEY OUTCOMES:

1. Work within a multidisciplinary team to provide assessment, planning and implementation of specialised interventions to support children, young people and their carers.
2. Apply knowledge of child development and the impacts of trauma when providing clinical advice and carer support in relation to the behavioural, developmental and disability related needs of children and young people in care.
3. Provide professional support and consultancy services to DCP staff and other agencies, to achieve integrated therapeutic outcomes for DCP young people and contribute to design and provision of programs and resources.
4. Establish and maintain professional networks to promote the sharing of knowledge, professional development and collaboration between agencies.
5. Establish and maintain a knowledge base regarding therapeutic care systems and target professional working relationships with government and non-government partners to support clients of DCP to access high quality services through effective negotiation.
6. Provide clinical supervision to students within delegations and contribute to shared knowledge amongst the team, and DCP, by promoting and disseminating new information.
7. Maintain accurate and up-to-date information in client files by documenting all assessments, interventions and outcomes for professional standards.
8. Comply with service delivery guidelines, industry and professional standards and workplace and other related legislative requirements.
9. Contribute to the ongoing development and review of services as well as research and evaluation in relation to children and young people in care with developmental and trauma related support needs.
10. Be aware of Aboriginal cultural practices and/or differences and seek cultural consultation to promote inclusive practice.
11. Take action and provide services that are inclusive of Aboriginal people and people from culturally and linguistically diverse backgrounds as well as engaging in learning about other cultures to better establish relationships and improve services.
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.

KEY RELATIONSHIPS/INTERACTIONS:

- Lead Clinician, (line manager)
- Executive, managers and staff in DCP
- Children and young people
- Government and Non-government organisations involved in the management of services to children and young people

QUALIFICATIONS:

Essential:

An appropriate degree or equivalent qualification in either Social Work, Psychology, Occupational Therapy, Speech Pathology or Developmental Education which entitles registration or membership with the relevant board or association.

All requirements to maintain registration or membership must be fulfilled.



KEY SELECTION CRITERIA:

- High level interpersonal skills, the ability to communicate effectively both verbally and in writing, and adapt communication style and identify strategies to improve communication effectiveness.
- Demonstrated clinical reasoning skills in order to undertake appropriate assessments to determine development and intervention needs of children and young people presenting with complex behavioural problems.
- Experience providing specialist assessment and intervention or other programmatic services for children and young people.
- Knowledge and experience planning, developing, implementing and evaluating individualised interventions aimed at meeting the complex needs of children and young people.
- Proven ability to guide, advise and develop other staff and students in theory and practice for sustaining behavioural change.
- Ability to work with ambiguous information and draw on previous experience to develop innovative solutions to problems.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment.

CORE CAPABILITIES & EXPECTED BEHAVIOURS		PUBLIC SECTOR VALUES	
<u>Relating & Communicating</u> <ul style="list-style-type: none">• Expresses facts and ideas both verbally and in writing in a clear, convincing and organised manner.• Adapt communication style to build effective rapport both with clients and across teams.• Develop team relationships and encourage active participation from all team members.• Develop a clear understanding of issues from client's perspective.• Deliver high quality solutions and accurate information to clients in a timely manner to build positive client relationships.	<u>Achieving Objectives</u> <ul style="list-style-type: none">• Manage workload and changing priorities.• Adjust activities/processes based on feedback.• Ability to explore alternatives and positions to reach agreements and solutions that gain support and acceptance of all parties.• Utilise relevant Department guidelines. <u>Respect and Cultural Support</u> <ul style="list-style-type: none">• Take action and provide services that are inclusive of Aboriginal people and people from culturally and linguistically diverse backgrounds as well as engaging in learning about other cultures to better establish relationships and improve services.• Engage in practices that build and support a culturally competent workplace by utilising culturally relevant assessments, tools and resources, interventions and processes specific to your practice area.• Be aware of Aboriginal cultural practices and/or differences and seek cultural consultation to promote inclusive practice. <u>Personal Drive & Professionalism</u> <ul style="list-style-type: none">• Evaluate personal progress and develop new approaches to increase knowledge base and skill sets.• Take action when receiving feedback from	<ul style="list-style-type: none">✓ Service: <i>We proudly serve the community and Government of South Australia</i>✓ Professionalism: <i>We strive for excellence</i>✓ Trust: <i>We have confidence in the ability of others</i>✓ Respect: <i>We value every individual</i>	<ul style="list-style-type: none">✓ Collaboration & Engagement: <i>We create solutions together</i>✓ Honesty & Integrity: <i>We act truthfully, consistently and fairly</i>✓ Courage & Tenacity: <i>We never give up</i>✓ Sustainability: <i>We work to get the best results for the current and future generations of South Australians</i>
<u>Working in Partnership</u> <ul style="list-style-type: none">• Operate within and across relevant professional networks.• Work closely with various specialists and take advice• Work cohesively with other government/non-government agencies and community to promote positive outcomes for children and families. <ul style="list-style-type: none">• Work effectively within a		CORPORATE RESPONSIBILITIES <ul style="list-style-type: none">• 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.• 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.	



multidisciplinary team towards achieving the identified outcomes of the team and/or program.

Continuous Improvement

- Contribute innovative ideas to improve departmental processes and encourage others to contribute.
- Monitor data integrity and apply appropriate procedures for maintaining security and confidentiality.
- Engage in a continuous process of self-development, identifying and addressing learning and development needs to enhance own performance.

others to improve strengths and development areas.

- Takes responsibility and ownership for own decisions, actions and results.
- Resilience; demonstrated ability to persist through difficult situations, bounce back and grow from adversity.

- 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.

SPECIAL CONDITIONS

- The successful applicant is required to gain a Department of Human Services (DHS) working with children check (WWCC) prior to being employed which is required to be renewed every five years before expiry.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Lead Clinician, Therapeutic Carer Support Team.
- Hold a current Australian issued driver's license and a willingness to drive is essential.
- Some out of hours and weekend work may be required.
- Intrastate and interstate travel (including small aircraft) including overnight stay might be required
- Employees may be required to provide professional/clinical supervision to tertiary students on placements.
- 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).

Approval Date: 18 October 2022

