



<b>Position Title</b>	Clinical Practitioner
<b>Program</b>	Children and Mothers in Mind Program
<b>Team</b>	Bright Futures
<b>Employment Status</b>	Full Time
<b>Tenure</b>	Fixed Term – to 30 June 2019
<b>Award</b>	SCHCADS Award 6
<b>Position reports to</b>	Coordinator/ Bright Futures Team Leader/Operations Manager/CEO
<b>Location</b>	Broadmeadows/Thomastown (details to be negotiated)

**Organisational Profile**

Merri Outreach Support Service (MOSS) was established in 1989 with the aim of providing better access to support, housing and social options for people who experience homelessness or are at risk of becoming homeless. The Agency also seeks to address the underlying social and structural causes of homelessness. This is the context from which all decisions, policies and procedures are developed.

MOSS has grown significantly and now provides a wide range of services to marginalised, men, women, and children in the North and West Metropolitan Region of Melbourne who experience homelessness and housing vulnerability. The Agency is committed to delivering holistic team case management and support to a high needs group of consumers. Merri Outreach Support Service has a strong commitment to research and community development and all staff are expected to participate in these activities. Consumer participation is highly valued.

The Clinical Practitioner position sits within the *Bright Futures* Team of Merri Outreach Support Service based at Broadmeadows. The *Bright Futures* model was developed by MOSS and reflects the Agency's commitment to children who experience homelessness and/or family violence. The model has been recognised by DHHS, who have funded it under the National Partnership on Homelessness (NPAH) Agreement in several regions and now recurrently.

*Bright Futures* is delivered by a team of four mostly full-time workers comprising a Team Leader, two Children's Specialist Case Managers and one Group Worker. The service model involves collaborative work with other agencies and referring workers. Co-case management and occasional shared co-facilitation of groups is a feature of the service. There are 4 streams of service delivery:

1. Assessment and Development of a Case Plan
2. Enhanced Case Management
3. Therapeutic Group Work
4. Counselling

For the past 12 months the Children and Mothers in Mind Program has complemented the existing *Bright Futures* service model. Whilst the Clinical Practitioner will be a MOSS employee, close work with partner agency Children's Protection Society (CPS) will be integral to the position and a hallmark of the Demonstration Project. It is likely that the position will be split between the MOSS & CPS offices with a matrix management model. This is

an exciting, cutting edge model for trial and adaption to the Australian/Victorian situation. We are looking for a highly skilled practitioner.

### **Program Description**

Children and Mothers in Mind (CMiM) is a trauma informed, evidence based, early intervention program for mothers and children 4 years and under, who have experienced family violence and other trauma.

CMiM combines Connections, a 9-week psychoeducation group intervention for mothers on healthy parent/child relationships and the effect of trauma on mental health and child development and Mothers in Mind, a 10-week mother-infant group intervention based around play and dyad interactions.

The 22-week program supports mothers and young children to recover from the impacts of family violence, improve developmental outcomes for children, increase parenting capacity and self-efficacy, support and rebuild the mother-child attachment, decrease mother and child isolation, and, ultimately ensure the health, safety and wellbeing of the mother and child.

### **Role Purpose**

The primary purpose of the CMiM Group Facilitator position is to be responsible for the facilitation of weekly therapeutic mother/child groups for mothers and young who have experienced family violence or other trauma. The main focus will be to engage, develop and maintain therapeutic relationships with and between mothers and their children to support recovery and strengthen the mother/child relationship.

### **Reporting Relationships**

#### **Internal Relationships:**

- CEO
- Operations Manager
- Team Leader Bright Futures
- Bright Futures team members
- All MOSS staff

#### **External Relationships:**

- CEO
- Director of Clinical Services
- Head of Practice
- State-wide Operations Coordinator (CMiM)
- State-wide Clinical Coordinator (CMiM)
- Group Facilitators (CMiM)
- All CPS staff
- Professional networks

### **Core Responsibilities**

- Undertake thorough and nuanced assessment for group readiness.
- Deliver psycho-education sessions to mothers.
- Engage, develop and support therapeutic relationships with mothers and children who have experienced family violence.
- Set up educational play experiences for infants that are therapeutic and trauma informed.
- Supervise and facilitate developmentally appropriate play.
- Provide emotional support and containment to mothers and children who may have experienced trauma.
- Be responsive to mothers and children in the group by helping them to manage transitions, strong emotions and challenging behaviours.
- Build therapeutic relationships with the mothers of the infants and children in the group to ensure the safety and comfort of both mother and child.

- Liaise with relevant professionals involved with clients who are participating in the CMiM program and make referrals to other services, as required.
- Participate in, and contribute to, the CMiM external evaluation and monitoring activities.

**Key Performance Indicators (KPIs)**

- Undertake intake assessments for group members.
- In conjunction with one other facilitator, supervise and facilitate age appropriate play for approximately 9 children in the group.
- Facilitate 2 concurrent therapeutic groups per week for 19 weeks.
- Provide case management and support to clients attending the CMiM program.
- Participate in multi-disciplinary meetings, as required and liaise with team leaders across all programs and services.
- Actively participate in supervision as outlined in organisational supervision policies and procedures.
- Actively participate in agency and program quality audits.
- Identify and document any potential risks, accidents or injuries.
- Participate in weekly group planning meetings.
- Participate in monthly case consultations with the CMiM Infant Mental Health Coordinator.
- Completion of data entry and statistical recording of work activities to meet funding requirements within required deadlines.

**Capability Profile – Key Selection Criteria**

<b>Formal Education</b>	<ul style="list-style-type: none"> <li>• A tertiary qualification in Social Work, Psychology, Community Services, Counselling, Occupational Therapy, Casework Practice or a related field, with eligibility for membership with relevant professional body.</li> <li>• A good understanding of the DHHS frameworks and the Child Protection System including the Best Interests Case Practice Model and Framework, and, the DHHS Assessing Children and Young People experiencing Family Violence: A Practice Guide for Family Violence Practitioners.</li> <li>• Common Risk Assessment Framework training is desirable.</li> </ul>
<b>Skills and Experience</b>	<ul style="list-style-type: none"> <li>• Demonstrated experience working with vulnerable mothers and their children.</li> <li>• Sound understanding of current family violence theories and practice frameworks, including the gendered nature of family violence and the impact on mother-child relationships.</li> <li>• Experience in working therapeutically with mothers and young children where there is a history of trauma.</li> <li>• Knowledge of early childhood development, including trauma informed care and childhood attachment theory.</li> <li>• Experience facilitating group work with infants and children, and ideally a mothers and children program.</li> <li>• Experience engaging infants and children in developmentally appropriate play activities.</li> <li>• Experience in assessing risk and the safety needs of mothers, infants and children who have experienced trauma.</li> <li>• Ability to identify risk/safety issues and respond effectively.</li> <li>• An understanding of and commitment to supporting diverse communities (Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse, LGBTQI and people with a disability).</li> <li>• Excellent time management and organisational skills and good administration skills.</li> </ul>

**Conditions of Employment**

**Office:** This position is based at 22 Lakeside Drive, Broadmeadows VIC 3047 however the collaborative nature of the project means the position will work off-site on yet to be determined days or part days. A work vehicle will be provided.

**Hours of work:** The Agency is open Monday to Friday 9am – 5pm. The Clinical Practitioner may need to vary hours worked until 6.00pm some days.

**Probationary period:** A 6 months probationary period applies, during which a comprehensive orientation/induction will be provided.

**Occupational Health and Safety:** All employees are required to carry out their duties in a manner that does not adversely affect their own health and safety and that of others by reporting all incidents and injuries as well as co-operating with any measures introduced in the workplace to improve OH&S.

**Equal Opportunity:** Merri Outreach Support Service is an Equal Opportunity Employer. All staff members have a responsibility to be familiar with the MOSS's Workplace Bullying and Harassment Policy.

**Child Safe Organisation:** Merri Outreach Support Service promotes the safety, wellbeing and inclusion of all children and is committed to practices which instill a child safe culture.

Employment is subject to:  
a current Working With Children Check  
a current Police Records Check  
a current Victorian Driver's Licence

**Privacy Notification:**

We are collecting your personal information for the purposes of processing and considering your application for employment. We will use and disclose the information we collect from you only for these purposes. Unsuccessful job applications are retained for six (6) months and then securely destroyed.

Your personal information is kept secure and confidential and managed in accordance with the Merri Outreach Support Service's Privacy Policy and Confidentiality Policy.

**Application process and contact information:**

For **more information** about the position please contact: **Talia Barrett, Team Leader, Bright Futures on 93595493**. Additional information about MOSS can be found on the website: [www.merri.org.au](http://www.merri.org.au)

Please address the Key selection criteria in your application and include 3 referees, at least one of whom is a current/recent supervisor.

The **closing date** for applications is 5pm, Tuesday 10 July 2018. Please forward applications to:

Tony Littman  
Operations Manager  
Merri Outreach Support Service  
22 Lakeside Drive  
Broadmeadows VIC 3047

or email: [tony@merri.org.au](mailto:tony@merri.org.au)

**Approved:**

**Tony Littman**

**Date: 22 June 2018**

**Operations Manager**