

JOB DESCRIPTION

TITLE OF POSITION	Therapeutic Practitioner
CLASSIFICATION LEVEL	Level 5 (<i>Salary Packaging is available</i>)
PROGRAM	Foster Care Services

OVERVIEW

Lutheran Care (LC) provides community services on behalf of the Lutheran Church in South Australia and Northern Territory through a range of programs. We support communities through responding to the needs of individuals and families, community development, learning opportunities, accommodation and support. Current programs include emergency relief, financial counselling, family support and education, foster care, housing and family shelter, and refugee services. LC is committed to reducing barriers encouraging inclusion and participation in the community of people with a disability, people of all ages, genders, Lesbian, Gay, Bi-Sexual, Transgender, Intersex and Queer (LGBTIQ) people, Aboriginal and Torres Strait Islander (ATSI) people and people from Culturally and Linguistically Diverse (CALD) backgrounds.

Our Foster Care Service (FCS) is funded through the Department for Child Protection (DCP) to provide family based foster care services in the SA Metropolitan North, South, West, and East, the Adelaide Hills, the Barossa, Fleurieu Peninsula and the Murray/Mallee regions. Our Specialist Care Program offers trauma, attachment and disability informed specialist family-based care to children and young people with complex needs, who require a higher level of care than generalist foster care. Children's complex needs typically include developmental trauma, disability or developmental challenges, medical needs and/or challenging behaviours.

ROLE SUMMARY

The aims and objectives of this role are to provide intensive therapeutic support to vulnerable families in LC's Specialist Foster Care Program, in collaboration with allocated Case Workers. This includes direct support and therapeutic interventions with families, sourcing and providing trauma and disability informed resources and tools tailored to children's and families' needs, building carer and staff capacity to apply knowledge and training in practice, coaching families and staff in Growth Action Planning and staff consultation to inform therapeutic practice.

This role will work closely with the Specialist Care Team Leader to provide intensive support to the Specialist Care Program, in addition to working closely with the Therapeutic Support Lead to contribute to consistent therapeutic practice development across the wider Foster Care Services Program. Skills and ability to work remotely with limited supervision, undertake travel for regular home visits with foster carers and to other locations for intra and interagency meetings is required, as well as working outside normal office hours.

Please remember that a printed document is uncontrolled (e.g. it may be out of date) so always refer to the Information Centre for the latest version of this document.

Work Health and Safety	<ul style="list-style-type: none"> ▪ Maintain a safe and healthy workplace, identify and act upon potential workplace hazards and identify and implement procedures to manage and minimise risks within your team environment. ▪ Promote and adhere to LC's Work Health and Safety guidelines.
Resource Management	<ul style="list-style-type: none"> ▪ Maintain records of activities as required for accountability purposes. ▪ Manage resources and risks efficiently and effectively.
Continuous Improvement	<ul style="list-style-type: none"> ▪ Contribute to the delivery of high quality services. ▪ Understand and support continuous quality improvement in LC.

CORE BEHAVIOURS/RESPONSIBILITIES

ROLE	RESPONSIBILITIES AND DUTIES SPECIFIC TO THE ROLE:
Therapeutic Practice	<ul style="list-style-type: none"> ▪ Maintain an in-depth knowledge of trauma-responsive practice, the effects of trauma and attachment on child development and the impacts on behaviour in relation to children and young people in care. ▪ Hold a working knowledge of common developmental disabilities and challenges impacting children and young people, inclusive practice and strategies to support children with developmental challenges. ▪ Maintain commitment to an outcome based approach, including reducing and eliminating restrictive practices and improved quality of life for all. ▪ Contribute to the development of trauma-responsive organisational policies, procedures and program structures. ▪ Contribute to the development of the organisation's therapeutic practice model, including therapeutic practice tools, training and resources. ▪ Contribute to the development and quality assurance of internal and external reports and publications, relating to trauma-responsive practice and therapeutic care. ▪ Maintain commitment to ongoing professional development to remain current with evidence informed practices and approaches to therapeutic care relevant to foster care, including positive behaviour support.

Please remember that a printed document is uncontrolled (e.g. it may be out of date) so always refer to the Information Centre for the latest version of this document.

Consultation and Resource Development	<ul style="list-style-type: none"> ▪ Provide consultation and support to case workers and teams regarding reflective practice, applying evidence-based therapeutic practice approaches, developing Growth Action Plans and responding intentionally to the wellbeing needs of children and families. ▪ Assist in sourcing and developing best practice resources, training, and tools relating to the needs of children and families in foster care, including trauma, attachment, complex medical needs, challenging behaviours, disability and developmental challenges.
Supporting Foster Carers	<ul style="list-style-type: none"> ▪ Provide intensive therapeutic support to vulnerable families caring for children with complex needs. ▪ Coach families in developing Growth Action Plans to overcome barriers and experience success in meeting their children's and their own support needs. ▪ Support carer families to develop and enhance their reflective skills. ▪ Provide families with psychoeducation and evidence-based resources regarding their child's needs, therapeutic parenting strategies, vicarious trauma and self-care. ▪ Assist with the development and delivery of high standard competency-based foster carer training.
Coordinating and Facilitating Events, Groups and Programs	<ul style="list-style-type: none"> ▪ Contribute to the development, planning and delivery of therapeutic carer connect groups, support groups, playgroups and specialist care children's programs. ▪ Assist with planning and facilitation of special events for recruitment, promotions and celebrations. ▪ Assist with development and implementation of foster carer retention initiatives.
Reporting and Administration	<ul style="list-style-type: none"> ▪ Maintain appropriate records and case notes. ▪ Provide relevant data for reporting as required. ▪ Assist with compiling service reports as necessary. ▪ Ensure and maintain confidentiality for all clients. ▪ Write reports as required.

Staff will be consulted over major changes to their position descriptions, however, duties and responsibilities may vary from time to time to maintain "Best Practice" standards of service delivery. You may be assigned other duties as reasonably requested within your level of skills and qualifications.

Please remember that a printed document is uncontrolled (e.g. it may be out of date) so always refer to the Information Centre for the latest version of this document.

PERSON SPECIFICATION

REQUIRED QUALIFICATIONS, SKILLS, KNOWLEDGE, EXPERIENCE AND ABILITIES

- Tertiary degree qualifications in a Health Professional, Social Work or related discipline.
- Sound knowledge of trauma-responsive practice, the effects of trauma and attachment on child development and impacts on behaviour in relation to children and young people in care.
- Working knowledge of common developmental disabilities and challenges impacting children and young people.
- Advanced skills in providing intensive trauma-informed support to families caring for children with complex needs.
- Sound knowledge of the foster care system and issues facing foster carers.
- Ability to work and effectively communicate with children and their caregivers in a respectful and trauma-informed manner.
- High level of interpersonal skills and ability to communicate effectively with a broad range of stakeholders from diverse backgrounds.
- Knowledge of policies relating to the foster care system and child safe practices.
- Competence using a computer, Microsoft Windows, internet, Outlook, online databases, MS Teams and electronic communications.
- Exceptional written skills and experience in writing reports, assessments, case notes and data entry.
- Ability to maintain a high level of confidentiality.
- Excellent organisation and time management skills.
- Strong team work focus with an ability to work independently and demonstrate initiative.

ATTRIBUTES THAT ARE DESIRABLE, BUT NOT ESSENTIAL

- Therapeutic Crisis Intervention training or training facilitator accreditation.
- Training and experience in LBI Foundation's IMPACT Model.
- Event or group program planning, coordination and delivery experience.
- Experience working with people from Culturally and Linguistically Diverse (CALD), Aboriginal and Torres Strait Islander backgrounds.
- Training and Experience in Positive Behaviour Support.
- Knowledge and experience working within the National Disability Insurance Scheme.

Employee: _____ Witness: _____ Date: _____

Please remember that a printed document is uncontrolled (e.g. it may be out of date) so always refer to the Information Centre for the latest version of this document.