

JOB DESCRIPTION

TITLE OF POSITION	Therapeutic Practitioner
CLASSIFICATION LEVEL	Lutheran Care Level 5
PROGRAM	Foster Care Services

OVERVIEW

Lutheran Care provides community services 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 allied health. Current programs include emergency relief, financial counselling, family support and education, foster care, homelessness and housing and, allied health and NDIS disability services. Lutheran Care is committed to reducing barriers encouraging inclusion and participation in the community of people all ages, genders, Lesbian, Gay, Bi-Sexual, Transgender, Intersex and Queer (LGBTIQ) people, Aboriginal and Torres Strait Islander (ATSI), Culturally and Linguistically Diverse (CALD) backgrounds and those with a disability.

Our Foster Care Services (FCS) program 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 and the Barossa, Adelaide Hills and Murray/Mallee regions. Foster carers are recruited, assessed, trained and supported to provide emergency, short term, long term and respite care for children and young people in out of home care.

ROLE SUMMARY

The aims and objectives of this role are to provide intensive therapeutic support to vulnerable families in LC's Foster Care Service and Specialist 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.

The Therapeutic Practitioner works directly with Foster Care and Specialist Care teams to provide guidance and support to ensure consistent care for young people and families. This role will work closely with Team Leaders to provide intensive support to the Specialist Care Program, in addition to working closely with FCS Managers 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.

REPORTING RELATIONSHIPS AND ACCOUNTABILITY

The Therapeutic Practitioner reports to the Operations Manager, Foster Care Services and works collaboratively with foster carers and the FCS team.

CORE BEHAVIOURS/ RESPONSIBILITIES

ROLE:	LC STAFF RESPONSIBILITIES AND DUTIES:
LC Culture	• Model ethical behaviour and practice consistent with the Christian ethos of LC as outlined in the Code of Conduct and stated values. • Adhere to and support LC's policies and procedures. • Comply with professional codes of conduct.
Teamwork	• Contribute to maintaining a supportive team environment by communicating with team members, staff and volunteers in a positive and encouraging manner. • Support LC's senior management team's decisions and ensure that instructions are carried out. • Alert the program manager to any emerging issues or critical incidents that may impact upon the growth, stability and sustainability of the relevant program/work area(s). • Attend and actively participate in regular team meetings and forums as required. • Report to the supervisor as required.
Work Health and Safety	• 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	• Monitor financial reports, expenditure and budget to meet budgetary requirements. • Maintain records of activities as required for accountability purposes. • Manage resources and risks efficiently and effectively. • Work within established or negotiated financial and time constraints
Continuous Improvement	• 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	• 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 and maintain Carer Library. • Contribute to the development and quality assurance of internal and external reports and publications, relating to trauma-responsive practice and therapeutic care. • Effectively accessing and utilising multi-disciplinary team support across child protection, NDIS, education and health systems, to meet children's complex care needs across all life domains. • Supporting the development, growth, and continuous improvement of Foster Care Services programs, including contributing to the design and implementation of new initiatives. • Work collaboratively with the FCS team and foster carers to promote the pillars of LC practice and therapeutic approach, quality carer supports and stable placements for children. • Coordinate and facilitate regular Peer Supervision sessions to promote reflective practice, professional development, and collaborative learning.
Consultation and Resource Development	• 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.
Child Voice & Cultural Participation	• Support children to express their views and participate in decisions about their care and cultural connections. • Provide culturally appropriate communication and engagement strategies.

Supporting Foster Carers	• 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. • Walk alongside foster carers 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	• 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. • Identify and develop key strategic relationship networks to achieve goals and improve outcomes for carers and service delivery methods.
Reporting and Administration	• Provide advice and data through supervision and monthly reports about trends that impact upon service delivery and funding. • Ensure accurate record keeping and data management practices are maintained to support quality assurance processes, accountability, and the preparation of monthly and additional reports as required.

PERSON SPECIFICATION

REQUIRED QUALIFICATIONS, SKILLS, KNOWLEDGE, EXPERIENCE AND ABILITIES

- Bachelor of Social Work or degree in other related disciplines.
- 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.

SPECIAL CONDITIONS

Any offer of employment is subject to;

- A current and satisfactory Department of Human Services Working With Children Check
- A current and satisfactory NDIS Worker Check
- A current and satisfactory National Criminal History Check
- A current and unrestricted Australian Driver's Licence and the ability and willingness to regularly drive in the course of your employment
- Possession of a registered and roadworthy vehicle available for work use (employees reimbursed for work travel)
- Travel throughout the region and/or interstate as required
- Availability for some out of hours work, including occasional evenings and weekends
- Current First Aid and CPR Certificate
- Safe Environments for Children and Young People certification

ACKNOWLEDGEMENT:

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.

I have received, reviewed and fully understood the job description. I further understand that I am responsible for the satisfactory execution of the essential functions described therein, under any and all conditions as described.

Employee: _____ Witness: _____ Date: _____