

Counsellor Post Adoption

Position

This position is within Child & Family. It is part of various child and family services teams.

This position reports to the Manager

Reporting line may vary depending on location and service size

This position does not have any direct reports This position may have direct reports, positions vary

This position has the following direct reports:

This position is designated Band 7 under the *Schedule of Authorities and Delegations*

This position is a budget holder This position has designated revenue targets

This position is an Aboriginal & Torres Strait Islander identified position

This position may require a working with children related clearance

Purpose

The purpose of this position is to improve the wellbeing of people affected by adoption by providing therapeutic services such as counselling, intermediary, therapeutic group work, information and research services

Focus

To achieve this purpose, the position holder would typically:

- Work with a range of designated clients. The number of clients will depend on complexity and nature of service.
- Provide face to face, video and telephone counselling services to people presenting with grief, trauma, identity, relationship, parenting, drug and alcohol, domestic violence and mental health issues relating to experiences of adoption.
- Engage clients using appropriate strengths based assessments and risk minimisation processes.
- Work with clients to research, create, monitor and evaluate their client plan and outcomes, that identify strengths as well as areas of risk, ensuring clients are actively engaged in the process.
- Ensure client plans are shared openly with clients, and where applicable, other agencies.
- Coordinate with other stakeholders including government departments and agencies, health services, individuals impacted by the adoption, GP's and allied health providers to ensure services are delivered.
- Work with clients affected by adoption to prepare for connection with family and the associated issues that can occur such as the possibility of rejection
- Facilitate connection meetings and provide debriefing support to clients
- Provide intermediary services to people affected by adoption seeking to contact birth relatives.
- Plan, develop and facilitate or co-facilitate evidence informed therapeutic groups and health promotion workshops which enhance the well-being and health of clients within the service.
- Support the delivery of health promotion and community education workshops to raise awareness of issues that may be impacting clients of the service, address the effects of trauma and reduce social isolation
- Act as the duty officer and respond to calls on a rotating roster
- Coordinate retreats, in consultation with the Senior Practitioner and manager.
- Assist clients to engage with wrap around services directly, as appropriate.
- Coach, advise and provide on the job support to Child & Family Practitioners, other Counsellors, mental Health Workers, Support Workers and others to better understand and apply strengths based frameworks as related to adoption
- Document client services and client changes using technology and paper based systems in a clear, logical, understandable and timely way

- Advise the Manager of any significant changes or concerns regarding the client, their home environment, wellbeing, their services or case plan, or other risks, as soon as possible
- Document work hours, kilometres travelled, reimbursements and other employee records in the timeframes required.

When things are going well we would expect to see these outcomes:

- Outcomes**
- The way we work with clients is effective and appropriate interventions aligned to a strengths based framework are utilised
 - The way we work with clients is planned, coordinated, and well documented
 - The most effective outcome for the client is identified
 - Clients indicate they are satisfied with their service
 - Improved outcomes for clients are identified as an outcome of service delivery

We work collaboratively with others, however this position works close closely with:

- Relationships**
- | | |
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| <p>Within The Benevolent Society:</p> <ul style="list-style-type: none"> • Senior Practitioner • Child & Family Practitioners and Counsellors • Manager, Practice Support | <p>Outside The Benevolent Society:</p> <ul style="list-style-type: none"> • Clients and the community • Support groups and advocates for post adoption • Other post-adoption providers and agencies • Government departments and agencies • Wrap around services |
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To achieve the position purpose and outcomes the position holder will need to have:

- Individual**
- Degree qualified in social work, psychology or similar
 - At least 3 years experience providing counselling services and group work, including experience providing families/couple therapy
 - Previous experience working with clients impacted by adoption would support success
 - Post graduate qualifications in counselling would support success
 - Understanding of the key issues surrounding adoption such as trauma, loss, attachment, identity, reunion issues, the historical context of adoption, and the position and views of differing stakeholders in the adoption space
 - Knowledge of wrap around services available in the adoption space
 - Ability to establish therapeutic relationships with clients who may be reluctant to engage
 - Ability to apply counselling theories, skills and knowledge to clients experiencing issues relating to area of speciality
 - Experience facilitating programs for individuals and groups
 - Availability for some out of hours and weekend work
 - Understanding of the needs of diverse communities such as Aboriginal and Torres Strait Islander, culturally and linguistically diverse (CALD), and gay, lesbian, bisexual, transgender and intersex (LGBTI) communities
 - Cert IV Training & Education would support success

Travel	This position may require some flexibility in terms of travel or hours of work:		
	<input checked="" type="checkbox"/>	Overnight travel/stays may be required	
	<input checked="" type="checkbox"/>	Some weekend work may be required	
	<input checked="" type="checkbox"/>	Some evening work may be required	
	<input checked="" type="checkbox"/>	Travel between office locations/regions may be required	
	<input checked="" type="checkbox"/>	Travel to clients (varied locations) may be required	
	<input checked="" type="checkbox"/>	Use of own registered, insured motor vehicle for business purposes may be required	
	<input checked="" type="checkbox"/>	Use of TBS pool cars may be required	
All of us might need to travel occasionally to attend learning opportunities, meetings or other key events.			

Context	Those with knowledge of this position say the things that might make your day are:		
	<input type="checkbox"/>	Being able to positively influence a client's wellbeing and relationships	
	<input type="checkbox"/>	Being able to advocate for the needs of individuals affected by adoption	
	<input type="checkbox"/>	Reflecting on positive feedback when suggestions have been helpful	
	Those with knowledge of this position say some key challenges you might experience are:		
	<input type="checkbox"/>	Community polarisation and debates between advocacy groups for people affected by adoption	
<input type="checkbox"/>	The challenge of being seen to "side" or service a particular group in the adoption space		
<input type="checkbox"/>	Our organisation's role in the history of forced adoption		
<input type="checkbox"/>	Managing differing expectations of the service		
<input type="checkbox"/>	Managing the emotional context for many people accessing the service		

Approvals	Approver	Director, Human Resources	Date: 17 March 2017	Position Code: CFS027
	Review history	V1.1 Release		
	Advertising			
	This Position Profile is not intended as an exhaustive description of the position, accountabilities or associated duties. The Benevolent Society may alter or adjust this Position Profile at any time.			