



POSITION: Counsellor – Sexual Abuse Counselling & Prevention Program

ACCOUNTABILITY: Team Leader SACPP

ORGANISATIONAL CONTEXT

OUR VISION

That all children thrive in safe families and communities

OUR MISSION

To break the cycle of abuse and neglect in families and to improve the life chances and choices for all children

OUR VALUES

Best practice in all our work Responsiveness to the needs of children, parents, families and communities

Fairness and equity

Innovation, knowledge-sharing, leadership

Accountability to the community

OUR STRATEGIC PLAN 2009-12

Advocacy for children at risk of abuse and neglect Increased services in Men and Fathers Support Service

Increased services in early identification and support in the community for high risk infants, children and young people New specialist early childhood education and care centre targeted to young children at risk of abuse and neglect

New services in community-based therapeutic support for children living with family violence

Quality facilities to accommodate expansion in CPS services to meet community need.

OUR STRATEGIES

Prevention

Reducing known risk factors and strengthening known protective factors at the individual, family, community and societal levels

Evidence-based policies and programs that prevent child maltreatment and neglect

Healthy child and family development in the early years Increased value and respect for the role of fathers in child rearing

Increased community capacity to include and support vulnerable children and families

Early Intervention

Intervening early in life and early in the pathway of emerging problems

Increased capacity at an individual, parental and community level to recognise and respond to risk

Early identification of problems and connection to appropriate supports Healthy early years development of high risk infants

Evidence-based interventions with children and young people with abusive behaviours

Reducing Harms

Treating and supporting children and families to recover from the trauma of childhood abuse and neglect, achieving healthy individuals, families and society

Evidence-based interventions to treat harms associated with sexual, physical or emotional abuse and neglect

Increasing Impacts

We work to refine our knowledge and improve quality, to attract the resources to do more and reach more at-risk children. We work efficiently, effectively and in partnership.

OUR SERVICES

Child FIRST - a centralised, community-based intake for integrated child and family services

Family Support Services - parenting advice and support, in-home visits, casework, counselling and therapy, 'wrap around' support to schools, early childhood services, health services

Men and Fathers Support Services - counselling and support for fathers

Early years parenting support services - supported playgroups, social support for new fathers and mothers, targeted support for Aboriginal fathers, Somali fathers, and young mothers

Sexual Abuse Counselling and Prevention Program - family-inclusive therapeutic services for children

who have experienced abuse, and services for young people with sexually abusive behaviours

Education and training - for teachers, principals, health and welfare professionals in recognising and responding to child maltreatment.

OUR HISTORY

Established more than 100 years ago, the CPS was responsible for investigating and dealing with cases of abuse and neglect until this function was relinquished to the state in 1986.

The CPS then concentrated on providing support services to vulnerable families, earning a reputation for innovation, high quality services, and maintaining an unequivocal focus on quality outcomes for children.

POSITION CONTEXT

CPS offers a suite of services that are designed to respond to a diversity of needs within the community. With well established and recurrently government funded family services, therapeutic services for children where sexual abuse is an issue, men's counselling, fatherhood and parenting support programs, CPS is poised to bring these skills together to provide a comprehensive effort to break the cycle of abuse and neglect for children and families referred to us for help.

Critical to our success is the promotion of one centralised intake and assessment process which works towards holistic service provision for troubled families with complex needs. CPS has a role in singularly focusing upon issues of child abuse and neglect in the community, collaborative effort and galvanising multi party support to achieve sustainable improvements for vulnerable children in the community.

Sexual Abuse Counselling and Prevention Program (SACPP)

The Children's Protection Society (CPS) has been providing treatment and therapeutic services to families affected by sexual abuse for 17 years. The program is recognised both nationally and internationally. SACPP provides specialist intensive therapeutic services to children and young people up to age 18 who have been sexually abused, as well as children aged under 10 years exhibiting sexualised behaviours, and young people with sexually abusive behaviours (10 to 18 years of age). SACPP understands that many of these children and young people are also victims of other forms of abuse including family violence. Non-offending parents/caregivers are also provided services within a family-centred approach. These services are available to families who reside in the Northern Metropolitan Region of Melbourne. Treatment services for sexually abusive behaviours are provided to young people and their families living in the North West Region of Melbourne.

SACPP operates an integrated model of service provision for families affected by sexual abuse; this provides the opportunity for interventions with young people who display sexually abusive behaviours to be informed through practice with victims of sexual abuse. It also enables a whole family approach for families experiencing the complex issue of sibling sexual abuse and demonstrates a commitment through practice to the prevention of sexual abuse.

POSITION DUTIES

- To work with the Program Manager, Team Leaders and other staff at CPS in the ongoing development of CPS programs according to the principles and philosophies developed for this service.
- To provide assessment, individual, family and group based therapeutic interventions to children and young people who have experienced sexual abuse or exhibit sexualised/sexually abusive behaviours, their non abusive parents/caregivers and siblings. This will constitute the majority of your direct service role at CPS.
- Tasks and responsibilities associated with participation in CPS cross program assessment teams and care teams and CPS intake and duty systems.
- To provide consultation to other professionals dealing with issues of sexual abuse.
- Where appropriate, to co-ordinate and work jointly with other professionals and agencies in providing services to children and families affected by sexual abuse.

- To be involved with other agency staff in evaluation and research activities committed to continuous improvement of service delivery.
- To be involved in the provision of Community and Professional Education and Training on issues relating to child abuse and neglect, particularly sexual abuse.
- To participate in staff development and supervision provided by the agency.
- To produce written reports for a number of forums including, Court and the Victims of Crime Assistance Tribunal.
- To give specialist evidence in State and Federal Court settings.
- To maintain accurate and up to date files, case notes and progress reports.
- Other duties as required.

KEY SELECTION CRITERIA

- High level skills and relevant qualifications in psychology, social work, family therapy, art therapy, or other related child-focused therapeutic discipline.
- Have a personal value set that is aligned with CPS' organisational values.
- A demonstrated understanding and capability for working with diversity.
- A demonstrated robustness and resilience and a level of maturity that supports independent practice.
- A demonstrated level of self awareness relating to their own practice and relationships with others.
- Comfort with flexibility in working arrangements.
- Demonstrated commitment to personal professional development.
- Demonstrated capability to network with others both inside and outside organisational boundaries.
- Capacity to lead and support change at a policy and operational level.
- Highly developed written, verbal, interpersonal and public relations skills.

DESIRABLE

- Previous experience in working specifically with child sexual abuse.
- Experience in establishing and running therapeutic groups.
- Experience, skills or motivation to participate in the development and delivery of training programs.

CONDITIONS OF EMPLOYMENT

- This is a 12 month, fixed-term contract, with an opportunity for on going employment dependent on funding availability. Terms and conditions of employment shall be laid down in a Contract of Employment to be entered into by CPS and the employee.
- The position is full-time, thirty-eight hours per week, unless otherwise negotiated with the Manager, Therapeutic Services for Children. CPS does not pay any overtime and has a `flexi-time' policy. In accordance with the Flexi-Time policy, your supervisor must authorise any additional hours in advance.
- A probationary period of 3 months will apply from date of commencement. During the probationary period, either party can terminate employment with notice negotiable up to 4 weeks.
- An attractive salary package will be negotiated, in accordance with the Social and Community Services Award (within the range of SW2 to SW3), superannuation and the opportunity for remuneration packaging in line with CPS's Remuneration Packaging Policy will be offered.
- Staff employed with the SW3 classification are able to supervise students and staff as required by the Team Leader and will be able to be called upon by the Team Leader to act for them and be delegated leadership and management tasks by the Team Leader commensurate with the level of skill and experience indicated by the classification. They may be expected to work with the more complex cases, or to have a higher caseload, or to have less individual supervision requirements than colleagues classified at a more junior level.
- Under Victoria Workcover legislation, it is the applicant's duty to advise the CPS of any pre-existing medical conditions, which could be aggravated by the type of employment for which they are applying. Failure to do so seriously jeopardises any entitlement the employee might have for a work-related aggravation of that non-disclosed pre-existing condition.
- The successful applicant will be required to undergo satisfactory pre-employment checks, including 2 professional referees, completion of a pre-existing injury/disease declaration, Working with Children Check, National Police Check and proof of identity and qualifications.
- The successful applicant must possess and continue to hold a full Victorian Driver's Licence, which must be sighted.
- The CPS is a smoke free workplace.
- The agency requires that staff use agency vehicles for work-related activities whenever possible. However, if you are authorised to use your own vehicle for work-related purposes, mileage will be paid at the State Public Service Award rate. The agency will not accept liability for any damage incurred to staff vehicles whilst being used for work-related activities.
- All other conditions of employment will be in accordance with the Social and Community Services Award 2000. Children's Protection Society Policy & Procedures will also apply.

Further information can be obtained by contacting Jenny Wing on 9474 4800 or by emailing jwing@cps.org.au