

Position Description

Position	Counsellor
Program	Therapeutic and Children’s Services
Location	Warrnambool
Date	August 2022

About Bethany

Bethany Community Support is a vibrant community service organisation based in Victoria that provides a broad range of prevention, intervention, support and educational services to children, young people, families and individuals.

Our Purpose

Working together to meet the changing needs and aspirations of people in their communities.

Our Values

- **Courage** We take action and stand up for what we believe
- **Respect** We value people and build on their strengths
- **Integrity** We are open, fair and just in everything we do
- **Innovation** We develop new ways of working to make a difference
- **Collaboration** We work together to improve outcomes

Bethany’s Diversity Statement

At Bethany, we celebrate diversity and innovation. We embrace creating a connected organisation, which enables all service users, employees, students, contractors, and volunteers to feel safe from discrimination. We support an inclusive environment where people of all genders and ages, people living with a disability. First Nations people and people from LGBTI and CALD communities feel empowered to contribute their experiences and ideas; knowing that these will be valued.

Bethany’s Statement of Commitment to Child Safety

Bethany Group is committed to child safety in every aspect of the organisation. We take deliberate steps to protect children from physical, sexual, emotional, and psychological abuse and neglect. Our organisation fosters openness to create a culture in which everyone – staff, parents, carers, and children – feel confident, enabled, and supported to safely disclose child safety or wellbeing concerns.

We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities. We are committed to the cultural safety of all children and young people. This includes providing a safe environment for children and young people with a disability, who are Aboriginal and Torres Strait Islander, from culturally and/or linguistically diverse backgrounds or who identify as LGBTI+.

Position Description

Bethany's policies and practices promote the safety and wellbeing of children and establish an effective, consistent approach to prevent, respond to and encourage the reporting of allegations of child abuse and harm.

All children, their families and carers should feel welcome at Bethany, including feeling able to express their identity and raise concerns about their own or others' safety.

Position

This position forms part of Bethany's Therapeutic Counselling team which operates across Barwon and South West Victoria.

Bethany's Therapeutic Counselling Program provides counselling support for individuals and affected others who are experiencing gambling related harm and counselling support for individuals, children/young people or families experiencing challenges in establishing, maintaining or strengthening family relationships. Bethany's Therapeutic Counselling Program also provides Employee Assistance Program (EAP) services, group work including lived experience and psychoeducation programs and outreach support in prisons.

This counselling position will have a focus on providing counselling support for individuals and affected others who are experiencing gambling related harm. The role will also have the opportunity to provide counselling support for individuals, couples or families experiencing challenges in establishing and maintaining relationships and EAP support services.

Key Responsibilities

- Provide counselling and support for individuals and affected others experiencing gambling related harm.
- Provide counselling support for children/young people, families or individuals within the context of their family to manage and enhance their relationships.
- Provide Employee Assistance Program (EAP) services.
- Actively participate in team and agency meetings and regular formal supervision
- Deliver group work and psychoeducation programs
- Maintain accurate and appropriate client files in line with accreditation standards, maintain complete and accurate data, and follow agency policies, procedures and program service standards.
- Other duties as required

Key Selection Criteria

1. A tertiary qualification in Counselling, Psychology, Social Work or related behavioural sciences.
2. An understanding of evidence based therapeutic approaches to counselling and knowledge of working with addictive behaviours in a therapeutic setting.
3. Ability to provide assessments and counselling interventions.
4. Knowledge of trauma theory, grief and loss and attachment theory.
5. Well-developed written, verbal and interpersonal skills.

Position Description

6. Knowledge of the broader client services system, legislation, support services and organisations.
7. Demonstrated commitment to service integration and service collaboration for better service user outcomes

Capabilities and Personal Attributes

- Advocates and champions to achieve positive change
- Demonstrates commitment to social justice and social inclusion.
- Leads a culture of respectful relationships and behaviour across the organisation.
- Is truthful and ethical, leads, and reinforces expected standards of behaviour at all times.
- Generates ideas and solutions and takes advantage of new and emerging opportunities
- Creates and sustains dynamic and productive relationships to maximise outcomes.

Organisational Relationships

Supervisor	Team Leader – Therapeutic Services
Direct Reports	No direct reports

Conditions and Remuneration

Salary	This position is classified as an award payment on the Social Community Home Care and Disability Services Award 2010, Level 5, Pay Point 1-3 with a salary range of \$89,066.78 - \$93,091.84 (pro-rata if part time). In addition, the package also includes salary sacrifice as per government legislation
Ordinary Hours	Ordinary hours of work will be worked between agency hours of 8am to 7pm. After hours work may be required on occasion.
Conditions	Other conditions of employment as per the Bethany Enterprise Agreement.
Travel	Travel will be required to other Bethany offices and across the Barwon South West region and other locations. Overnight stays may be a requirement of this role.
Physical Requirements	<ul style="list-style-type: none"> ▪ Sit at a computer or in meetings for extended periods – Daily ▪ Work in an open plan office – Regular ▪ Driving – Occasional ▪ Lifting, bending, pushing and pulling – Occasional ▪ Outreach home visits within Bethany COVID-19 guidelines – occasional ▪ Acknowledging the impact of Covid-19 restrictions, work may include remote access and Working from Home

Position Description

	arrangements as required by the organisation
Mandatory Requirements	<ul style="list-style-type: none"> ▪ Satisfactory Police Check ▪ Current Employee Working with Children's Check <p>All employees are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process.</p>
Right to work in Australia	You must either be an Australian citizen; or have permanent residence status; or an appropriate visa issued by the Department of Immigration and Citizenship that entitles the employee to work in Australia.
Driver Licence	A current Victorian Driver Licence is required to perform this role.

Employee Declaration

I have read and understood this Position Description and in signing this document agree that I am capable of fulfilling all of the requirements of the position described in this document. Additionally, I agree to notify management immediately of any change in my capacity to meet any of the requirements outlined in this Position Description.

Name:	Signature:	Date: