

THERAPIST MST-CAN

Thank you for considering Marathon Health as your next employer. We deliver better healthcare to rural, regional and remote communities. We are an independent not-for-profit organisation that prides ourselves on our workplace culture. We recently won the 2017 Regional Business of the Year and Employer of Choice categories at the Western NSW Business Chamber Awards.

This Information Package is designed to tell you more about the role, identify the selection criteria we will be using to select the right candidate, and explain the application process.

If you have any questions after you have read this document, please refer them to Peter Rohr, Child and Youth Mental Health Services Manager, on 0429 844 605.

Position Overview

THERAPIST MST-CAN Dubbo NSW

If you are passionate about keeping families together, we invite you to apply for this unique opportunity to implement a new evidence-based intervention program. The multi-systemic therapy for child abuse and neglect (MST-CAN) model aims to reduce entries into out-of-home care, increase exits from out-of-home care, and immediately respond to trauma, substance misuse and other underlying causes of child abuse and neglect.

As a MST-CAN Therapist your duties will include assessment, treatment, documentation and stakeholder collaboration. You will work a rotating 24/7 roster and must be flexible to work with the families' availability. A vehicle will be supplied for work purposes.

This role would suit an experienced Clinical or Registered Psychologist, Social Worker or Mental Health Nurse (or similar) with demonstrated relevant experience.

You will receive extensive training in Child and Adult trauma therapy, Adolescent and Adult Substance use treatment, and other MST-CAN components.

An attractive salary package will be offered, with the potential to earn a retention bonus. Reasonable relocation expenses will be reimbursed to eligible candidates. You will also be able to access salary packaging, meaning more money in your pocket.

Close Date: Applications will be assessed as submitted.

Information Package

Benefits of Employment

Our staff benefit from genuine work / life balance, up to \$15,900 tax free salary packaging per annum, and other generous employee conditions and opportunities including:

- Exposure to rural and remote service delivery;
- 5 weeks annual leave per annum;
- Extra paid leave days over Christmas / New Year shutdown;
- A professional development allowance of \$1,500 per annum (after probation);
- Access up to 5 days paid study leave per annum;
- Time and resource support for clinical supervision (if required);
- Support and learning opportunities that come from working in a multi-disciplinary team; and
- Dynamic working environment with both clinical and project work.

Guidelines for Applicants

These guidelines aim to assist you in submitting applications for advertised vacancies with Marathon Health.

Applying for a position

The following may assist you in preparing your application:

- Obtain and carefully read the Information Package for the position of interest.
- Conduct some initial research on the organisation by browsing the website and reading key resources.
- If required, seek clarification or additional information on the organisation and/or the position.
- Decide whether you possess, and can demonstrate, your skills and experience against the selection criteria.
- When addressing the selection criteria, provide examples to demonstrate and substantiate your claims. Examples should outline a situation, identify the action you took, and summarise the subsequent result. Keep your responses concise and in addition to your resume.
- Be aware of the closing date. If, for any reason you cannot submit your application by the closing date, you should ring the contact person to see if a late application will be accepted.
- If you require any special arrangements (e.g. wheelchair access, hearing or visual aids) when attending interview, please discuss these with the contact person when the interview is being arranged.

What you need to include in your application

Marathon Health uses a streamlined approach to recruitment. All applications require:

1. A Cover Letter introducing yourself and outlining your interest in the position
2. Statement addressing each of the Selection Criteria (as listed on the last page of this document)
3. Resume/Curriculum Vitae (CV) that should include:
 - a. contact details including telephone number and email address
 - b. education/qualifications
 - c. an employment history summary including (for each position):
 - i. the employer
 - ii. start and finish dates
 - iii. your position/title

Information Package

- iv. your responsibilities and achievements in the position
- d. professional registrations and/or memberships

You do not need to submit copies of your identification or qualifications. If required, these will be checked later in the recruitment process.

References do not need to be included in your application. Referees will only be contacted if required, and your permission to contact them will be sought first.

Submitting your application

Applications should be submitted via email (by the closing date and time) to:

hr@marathonhealth.com.au

Information Package

Position Description

| | |
|----------------------------------|---|
| Position Title | Therapist, MST-CAN |
| Location | Dubbo |
| Reports to | Supervisor, MST-CAN |
| Hours | As per employment contract |
| Conditions of Employment: | <ul style="list-style-type: none"> • Western NSW Medicare Local Enterprise Agreement 2013 • Marathon Health Policies and Procedures • Police Check • Position Description • Letter of Offer • Working with Children Check |
| Incumbent | New Position |
| Contract Period: | As per employment contract |

Purpose of the Role

The Therapist will provide services under the MST-CAN Initiative. Multi-systemic Therapy for Child Abuse and Neglect (MST-CAN) is an evidence-based program designed to treat youth ages 6 to 17 and their families who have come to the attention of Child Protective Services due to physical abuse and/or neglect.

MST-CAN works with the entire family in an effort to keep children with their families and help the family resolve clinical and practical concerns so that children can be safe.

The Therapist will have a maximum case load of 4 families with multiple clinical contacts per family per week. They will work with the families for 6-9 months duration.

Key Relationships

The Therapist reports to the MST-CAN Supervisor. They will have a close working relationship with the other MST-CAN Therapists and the Family Case Manager.

Position Responsibilities

Indicative responsibilities include:

- Conduct MST-CAN assessment including review of referral information, identifying and engaging key participants, identifying systemic strengths and weaknesses, and developing an analysis of the fit of problem behaviors within the ecological context.
- Engage primary caregiver and other key participants in active change-oriented treatment by identifying and overcoming barriers to engagement.
- Implement a problem conceptualization, treatment planning, intervention implementation, outcome review and strategy revision procedure using the model's Analytic Process.
- Maintain clear and concise documentation of treatment efforts that promote peer and supervisory review and feedback, and that demonstrate compliance with the nine MST Principles and model Analytic Process.
- Collaborate with all relevant systems and key participants within each system to ensure their buy-in and cooperation throughout MST-CAN treatment.

Information Package

- Provide direct clinical treatment using methods compatible with evidence based MST principles and practices.
- Build a relationship with community stakeholders (e.g., child protection services, judges, schools etc) to ensure cooperation among service providers.
- Participate in all MST_CAN program training, supervision and consultation activities.
- Provide home-based clinical treatment.
- Provide 24/7 coverage on a rotational schedule.

Other Duties

- Actively communicate, and share knowledge, with other Marathon Health team members to ensure quality services.
- Demonstrate and uphold our values at all times.
- Comply with the Work Health and Safety policies and procedures at all times.
- Undertake continuing professional development as required to ensure job skills remain current.
- Attend/participate in out-of-hours meetings and functions as required.
- Participate in staff activities and processes.
- Identify and participate in continuous quality improvement opportunities.
- Actively participate in annual performance planning and review activities.
- Maintain a working knowledge of all equipment used in the office.
- Other duties as directed from time to time.

Our Values

Staff are expected to demonstrate our ICARE values:

- Integrity & Trust
- Collaboration & Innovation
- Achievement & Excellence
- Respect & Empowerment
- Empathy & Understanding

Special Job Requirements

1. Screening including criminal history, working with children check, qualifications, and professional registration may be undertaken prior to commencing employment.
2. Eligibility to work in Australia – you must be an Australian citizen or permanent resident, or a New Zealand citizen, or otherwise have appropriate working rights.
3. Valid Driver License. On the occasions when you use a privately owned motor vehicle for work-related purposes, Marathon Health will pay a motor vehicle allowance on a per kilometre basis, according to our Policies and Procedures.

Note:

This position description is not a duty statement; it is only intended to provide an outline of the key responsibilities of the position. Employees are expected to carry out any duties, within the scope of their ability, that are necessary to fulfill the position objectives.

Information Package

It is expected that this position description will change over time due to the nature of Marathon Health activities. A flexible attitude to change is expected of staff. Any proposed changes will be discussed with you

I, the undersigned, agree to be employed under the terms and conditions as detailed in this position description.

Signed _____ Date _____

Selection Criteria

- A relevant tertiary qualification (i.e., Registered/Clinical Psychologist, Social Worker, Mental Health Registered Nurse or similar).
- Knowledge and experience in areas such as:
 - Direct use of pragmatic (i.e. structural, strategic and functional) family therapies.
 - Individual therapy with children and adults using cognitive behavioral techniques.
 - Marital therapy using behaviorally-based approaches.
 - Behavioral therapy targeting school behavior and academic performance.
 - Trauma treatment for adults and children using exposure, cognitive therapies, and stress inoculation training.
 - Implementation of interventions within or between systems in the youth's natural ecology that affect or influence the behavior of youth (i.e. family, peer, school, and neighborhood).
- Knowledge and experience in one or more of the following:
 - Family systems theory and application
 - Social ecological theory and application
 - Behavioral therapies theory and application
 - Cognitive-behavioral therapy theory and application
 - Pragmatic family therapies theory and application
 - Child development research and its application in treatment
 - Social skills assessment and intervention