

Position Description

Position Title	Therapist MST CAN
Location	Dubbo
Reports to	MST CAN Supervisor and Portfolio Manager Mental Health (Central/Western NSW)
Hours	Full-Time - 75 hours per fortnight
Conditions of Employment:	<ul style="list-style-type: none"> • Western NSW Medicare Local Enterprise Agreement 2013 • Marathon Health Policies and Procedures • Police Check • Working with Children Check • Position Description • Letter of Offer
Incumbent	Position vacant
Contract Period:	June 30 2021

Applicants are strongly encouraged to contact Ryan May (Supervisor) on 0409 860 814 or Jackie Wright (Portfolio Manager – Mental Health) on 0439 192 207 to discuss this role prior to submitting an application.

Purpose of the Role

The objectives are the delivery of the Multi Systemic Therapy for Child Abuse and Neglect (MST-CAN) model with strict adherence to the model and to facilitating the learning of families to overcome barriers to safe and nurturing parenting of their children. At the conclusion of service delivery (6-9 months) parents/carers will be able to use the MST CAN tools to problem solve effectively, using standard community resources in a way that is deemed acceptable by child protection services, schools and police.

MST-CAN is an intensive family preservation program, which is structured and evidence-based designed to treat families with children aged 6 to 17 who have come to the attention of Child Protection Services due to recent 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 learn to address and overcome clinical and practical concerns so that children can be safe. Your duties will include assessment, engagement, treatment, documentation and stakeholder collaboration. Therapists need to be available to be contacted by families 24/7 on weekdays and each 4th weekend.

Key Relationships

MST CAN Supervisor, FACS Caseworkers, colleagues (therapists, crisis caseworker, psychiatrist, Marathon Health managers and colleagues, and all relevant stakeholders involved with referred families).

Position Responsibilities

Clinical Service Delivery:

- Conduct MST 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 MST 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 the MST Analytic Process
 - Collaborate with all relevant systems and key participants within each system to ensure their buy-in and cooperation throughout MST-CAN treatment
 - Provide direct clinical treatment using methods compatible with MST principles and practices.
 - Participate in all MST-CAN training, supervision and consultation activities
 - Build a relationship with community stakeholders (i.e., child protection services, Guardians ad Litem, judges, schools, etc.) to ensure cooperation among service providers

Clinical Governance:

- Implement MST-CAN with treatment model integrity, as measured by TAM-CAN scores being within target range, and by supervisor and MST-CAN expert feedback, with ultimate goal of doing what it takes to obtain positive outcomes for families.
- Complete case paperwork weekly on all cases and turn in to the supervisor 24 hours prior to supervision, or as determined by the supervisor.
- Attend group supervision and consultation weekly. Absences should be rare such as in the instance of competing court hearings, vacation, or illness.
- Come to group supervision and consultation prepared to review all current MST-CAN cases and actively participate in discussion of current cases.
- Incorporate feedback from supervision and consultation into the treatment process.
- Demonstrate interest in and contribute to the cases presented by other clinicians during group supervision.
- Be available to other team members and engage in activities to support other team members outside group supervision.
- Work a non-traditional schedule and make self available as needed to meet with families as frequently as needed and at times convenient to them.
- Rotate on call to be available after-hours; when on call, be able to go to families' homes quickly after hours as needed in crises.
- Be knowledgeable enough about other clinicians' cases so that coverage can be provided without threat to treatment continuity and integrity.
- Do not hold additional part-time jobs outside of the agency.
- Work full-time assigned only to the MST-CAN program; not hold any non-MST-CAN responsibilities or cases within the agency.
- Participate with the supervisor in the creation of a written clinician development plan and updates, at least quarterly.
- Participate with the supervisor in regular review of TAM-CAN and outcome data.
- Tape sessions as requested by supervisor. Tape at least one session monthly.
- Collaborate with supervisor to set up periodic field visits.
- Collaborate with supervisor to set up periodic observations of interactions with key participants in the community.
- Administer drug screens for families where substance abuse is contributing to the referral behaviors.
- Spend time with the supervisor or other clinicians in addition to group supervision when needed; e.g., for training, role plays, etc.
- Incorporate supervisor feedback from tapes, field visits, role plays, etc, into development plan and into treatment process.
- Attend all quarterly boosters, and prepare for boosters as needed.
- Complete SAMs online every two months.

Our Values

Staff are expected to demonstrate our **ICARE** values:

- I**ntegrity and Loyalty – be real
- C**ollaboration and Creativity – make connections
- A**chievement and Pride – be proud
- R**espect – demonstrate equality
- E**mpathy – open compassion

Other Duties

- 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.

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.
3. Valid Driver Licence.

Selection Criteria

Essential

- Bachelor or Masters degree in Psychology, Social Work or related discipline (Negotiable).
- Ability to work hours to suit the needs of the families and the MST CAN model.
- Ability and willingness to participate in 24 hour on call during weekdays and weekend on-call service delivery on a rostered basis.
- Demonstrated ability to communicate and engage effectively with people from diverse backgrounds
- Demonstrated ability to complete detailed case records according to strict timeframes
- NSW drivers license (or willingness to obtain one)
- Ability to use a clinical software package for electronic client records.
- Understanding of high quality risk assessment for clients and staff/self

Desirable/ Preferred Experience:

- 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

- Substance abuse treatment for adults and children using behaviorally-based approaches
- Behavioral therapy targeting behavioral change in children at home and school
- 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)

Preferred Knowledge:

- Family systems theory and application
- Social ecological theory and application
- Behavioral therapies theory and application
- Cognitive-behavioral therapy theory and application particularly in the areas of trauma treatment and anger management
- Pragmatic family therapies theory and application
- Child development research and its application in treatment
- Research on child physical abuse and neglect
- Social skills assessment and intervention