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Role description

Role Title	Family Therapist
Team	Functional Family Therapy – Child Welfare (FFT-CW) [®]
Location	Jimboomba
Classification Level	5
Reports to	Senior Worker Family Therapist

Our vision and values



Excellence

we deliver high quality services and have high expectations



Integrity:

we act honestly and openly



Optimism:

we think and act with confidence about people and the future



Steadfastness:

we persist to overcome barriers and adversity with our clients



Courage:

we challenge ourselves and others to create change



Building independence and participation

YFS is a not-for-profit organisation that backs vulnerable people in the Logan and surrounding area to overcome adversity and to thrive.

Since 1983, we have been building people’s capacity to live independently and participate in our local community through a range of initiatives and services. These include social enterprises that build employment prospects, programs that help homeless people get into long-term housing, and initiatives to reduce the prevalence of domestic and family violence.

Vision for reconciliation

YFS has a long history of working with and empowering First Nations peoples. As a mainstream community-based organisation, the Board and staff recognise our role in contributing to closing the gap and improving the lives of First Nations people in our community. The [YFS Cultural Framework](#) sets out our continuing commitment and the actions we will take as a community member, a service provider and an employer to back First Nations peoples to achieve their aspirations and thrive.

Primary purpose

This role implements a structured, evidence-based approach that involves a strong cognitive and attributional component to help families reduce dysfunctional behaviour patterns, improve family interactions and skills, and enhance safety for children.



Key accountabilities

Service delivery

- Adhere to the FFT-CW model (with the support of Senior Family Therapist, Client Service Manager and Functional Family Therapy Consultants) and operate within a prescribed practice approach, including actively engaging in supervisory protocols that build skills, competence and confidence in delivering the treatment standards and practices of the FFT-CW.
- Provide family therapy using the FFT-CW human resources model to approximately eight families who are at risk of statutory intervention in the child safety system.
- Work with families, in their homes, to engage them in the process, motivate them to participate, assess relationships and implement behaviour change therapies.
- Conduct assessments, including reviews of referral information, identifying systemic risks and protective factors, and developing phase plans for families. This may include the development of safety plans.
- Provide different therapeutic behaviour change techniques and FFT-CW modules with families, (e.g. cognitive behavioural strategies, emotional regulation, psychological strategies to manage mood, substance abuse and parenting strategies), matched to families' specific needs.
- Actively participate in structured training and supervision (sessions will include reflecting on interactions with families using audio recording), including weekly peer supervision and individual supervision.
- Maintain accurate records associated with families and ensure that relevant interactions are documented in case notes and provide ongoing case studies, as per organisational policy and program requirements.
- Collate and update data systems and databases, ensuring accuracy and maintaining appropriate office management systems (electronic and manual), including filing and quality assurance document control systems.
- Administer brokerage funds in accordance with YFS and funder principles and guidelines, and enable the purchase of services and resources considered essential to achieve client outcomes.
- Contribute to a positive, innovative and inclusive workplace culture and participate in program planning, review, and improvement processes and celebrations.
- Contribute to achievement of YFS Strategic Plan.

External relationships

- Build and foster collaborative partnerships with other agencies and stakeholders to provide and maintain effective, accountable services for clients, and to report on developments.
- Build a network of contacts in other relevant organisations and ensure YFS's image and reputation is maintained.
- Understand significant team and organisation external stakeholder relationships.

Leadership and values

- Apply YFS values, ethics, policies and procedures in all work practices. Contribute to the resolution of work-related matters by being honest, approachable and responsive.
- Show self-awareness, resilience and an understanding of leadership expectations and the boundaries of the role.

Teamwork and collaboration

- Contribute to the development of a cohesive team by participating in meetings, scheduled activities and team processes. Share information, communicate and present ideas in team meetings.
- Work with other team members to implement new and/or adapt existing work methods to improve service delivery. Identify and respond to changing needs of clients and/or YFS.
- Plan and schedule work independently.
- Monitor progress against work plans and required outcomes.

Professional accountability

- Use YFS and partner information and resources accountably.
- Undertake work in accordance with team standards and YFS policies, protocols, and procedures, including workplace health and safety, risk management, and relevant legislative requirements
- Recommend changes to procedures and quality standards that may impact across other work areas.

Problem solving and decision making

- Identify and resolve problems, and contribute to improving working processes and procedures to improve service delivery to clients.

Administration

- Enter data, maintain records and complete documents in line with YFS document management and record keeping procedures.

Cultural respect

- Acknowledge the history and ongoing impacts that Aboriginal and Torres Strait Islander people experience.
- Deliver services that are person and community centred for Aboriginal and Torres Strait Islanders and people from diverse cultural backgrounds.

Relevant skills, knowledge and experience

Experience and qualifications

- Relevant tertiary qualifications in psychology, social work, Aboriginal health or community welfare, or Master of Counselling are essential, registration with PACFA, AASW, ACWA, ACA, or psychological equivalent (APHRA), are essential.
- Post-graduate training and/or experience in relevant child, adolescent and family clinical practice, family therapy and systemic thinking is desirable.

Knowledge and experience specific to the role

- Knowledge of family systems theory and application.
- Provide cognitive-behavioural therapy alongside a range of other evidence-based therapeutic skills, tools and techniques.
- Knowledge and skills in ensuring the health and protection of children and young people. Knowledge of the Child Protection system, sector, principles and practices and Out-Of-Home Care system, standards and practices.

- In-depth knowledge and understanding of the principles and challenges of supporting vulnerable families.
- Demonstrated understanding of cultural contexts and the unique needs of Aboriginal children and young people.
- Understanding of the broad range of issues impacting on the community services sector.
- Knowledge of safety and risk, and an understanding of how to handle high-risk families and situations.
- Demonstrated experience in person-centred, case-management service delivery.
- Ability to deliver interventions to families in the home setting and handle more complex cases while maintaining appropriate client contact.
- Demonstrated ability to assist senior staff with the more straightforward components of planning and development work.
- Demonstrated experience researching new approaches to issues and practice, evaluating alternatives and recommending innovative changes to practice.
- Effective written communication skills to write correspondence and prepare short reports.
- Team working skills with the ability to contribute to a productive and harmonious team environment.
- Demonstrated organisational skills to plan and prioritise work efficiently and effectively, and to manage competing demands and priorities.
- Ability to apply trauma-informed practice and a strengths-based approach to client work.
- Refer to the level 5 competencies in the Social, Community, Home Care and Disability Services Industry Award.

Other role requirements

- Current Queensland C Class driver licence.
- Current First Aid Certificate, or ability to obtain.
- Current Positive Notice Blue Card.
- Ability to work out of hours, including up to three evenings (until 8pm) a week, conducting up to two sessions each evening.
- Ability to work remotely at times, including working from home and in the community to help provide efficient services in our large geographic catchment.

Additional information

An employee may be directed to carry out such duties as are within the limits of the employee's skill, competence and training. All employees are required to observe YFS' policies and procedures. Employment in the position will be subject to an annual performance plan and review, with initial appointment subject to a probationary period of five months.