

Position Description



Position Title: SEWB Lead Practitioner
(Social, Emotional and Wellbeing)

Reports to: Practice Manager

Classification: Social, Community, Home Care and Disability Services
Industry Award 2010

Tenure/Hours of Work: On going, FTE 1.0

Background

Kirrae Health Service was established in the 1970's and provides a range of health services, home and community care, Social, Emotional and Wellbeing and Alcohol and Other Drugs services, and centre based health promotion activities and programs to members of our community who live at the Framlingham Aboriginal Settlement and in neighbouring areas including Warrnambool, Koroit, Yambuk, Allansford, Princetown and Bushfield.

Our Vision

That we continue to support families as our core cultural base, celebrating our strong family links, gaining cultural, social, emotional and economic well-being within our family units as this will support us to grow as individuals within a strong community.

Mission Statement

The Kirrae Health Service Inc. exists in order to service the physical, mental and emotional health needs of the Framlingham Aboriginal Community in a manner that is effective, culturally sensitive and acceptable to the community.

1. Main Objectives of This Role

To lead a team to assist, develop and provide culturally appropriate therapeutic prevention and intervention services and programs.

Service delivery must be client centred, integrated, evidence based and flexible.

Kirrae Health Service – SEWB Lead Practitioner PD	Created: August 22, 2013	V1.8
Reviewed: August 25, 2023	Next Review: August 2025	

Position Description



Work practice will include:

- Utilising a range of studies and resources, including Working Together: Aboriginal and Torres Strait Islander mental health and wellbeing principles and practice and the Balit Durn Durn SEWB Wheel.
- Building, protecting and promoting social and emotional wellbeing and self-determination
- Intervening early to reduce the impacts of mental illness, suicide risk and misuse of alcohol and other drugs
- Enabling and supporting recovery and connection to family, community and culture
- Taking a family therapy approach to work practice
- Supporting self-determination

2. Job functions and responsibilities

- Work with individuals and families who are affected by a range of presenting issues
- Recognise and respond to the impact of past trauma, dispossession, separation of families, ongoing social disadvantage, racism and other historical, social and cultural issues that impact on the social, emotional and wellbeing of Aboriginal and Torres Strait Islander individuals, families and communities.
- Acknowledge the need for a holistic approach to health to improve the SEWB of Aboriginal and Torres Strait Islander peoples
- Support and facilitate client decision making, control and capacity to manage their own mental health and provide family inclusive support.
- Undertake or facilitate trauma informed assessment and care appropriate for Aboriginal people
- Counsel and support clients specifically in regard to issues of grief, loss and trauma resulting from their removal from family, as well as any other issues impacting on their wellbeing
- Advocate and provide appropriate referrals to other related or professional support services as required.
- Provide regular service promotion and outreach services to ensure ease of access for clients
- Develop and maintain close working relationships with other SEWB and AOD services, mainstream mental health services, state and territory government departments and non-government programs and services as required
- Managing program budget/activity funding as per funding Agreements
- Ensure formal external supervision for team members is ongoing
- Provide clinical supervision for team, debriefing, coaching and mentoring
- Ensure the delivery of high quality services, including compliance with relevant legislative requirements, accreditation, standards and other quality requirements.
- Ensure safety and effectively manage risk to team and organisation
- Ensure the SEWB team completes all reporting requirements
- Other tasks as designated by the Practice Manager

Kirrae Health Service – SEWB Lead Practitioner PD	Created: August 22, 2013	V1.8
Reviewed: August 25, 2023	Next Review: August 2025	

Position Description



3. Workplace Occupational Health & Safety (OH&S)

- Comply with occupational health and safety policies and procedures
- Report potential health and safety hazards and risks
- Comply with workplace housekeeping requirements and maintain work space in a clean and tidy state

4. Continuous Quality Improvement

- Participate in and contribute to quality improvement programs and other organisational activities to meet Quality Improvement Council Standards
- Work in conjunction with the Quality and Admin Coordinator to meet all QIC Accreditation criteria
- Play an active role in the KHS Risk Management Framework
- Participate in staff and management meetings
- Review legislation and program specific requirements to ensure compliance

Key Performance Indicators

- Ensure team reporting is undertaken in a timely manner for funding and other reporting bodies
- Program goals are met
- Budgets are monitored on a monthly basis
- A positive team environment is fostered
- Interactions with clients are kind, caring and respectful of each client's identity, culture and diversity

5. Reporting Relationships

Internal

- This position reports to the Practice Manager
- Direct reports include SEWB team members
- Board of Management

External

- Community members
- Funding bodies

6. Professional Development

- Participate in meetings, training, supervision and in-service education authorised by the Practice Manager;

Kirrae Health Service – SEWB Lead Practitioner PD	Created: August 22, 2013	V1.8
Reviewed: August 25, 2023	Next Review: August 2025	

Position Description



- Participate in KHS staff performance processes and in the development of work plans and skills gap analysis
- Participate in ongoing professional development and informal cultural supervision
- Access regular external supervision and debriefing

Minimum Qualifications

This position is a senior role, and as such, you must be able to work independently with good leadership skills. Applicants are expected to be from one of the following fields and qualified to a minimum of diploma level in one of the following or relevant counselling qualification:

- Family Therapy
- Mental Health
- Social Work
- Psychiatry
- Psychology

Skills Required

- Good verbal and written communication skills
- Ability to listen, have patience, be able to adapt to ongoing changes in circumstance
- Good time management, planning and organisational skills
- Attention to detail
- Good presentation and a pleasant manner
- Confidence and ability to engage with a wide range of people
- Ability to work collaboratively as a member of a diverse team and in partnership with other agencies
- Skills in advocacy, negotiation and the ability to deal with conflict constructively
- Ability to analyse issues/problems and propose solutions
- Good computing skills
- Ability to work in a supervisory and mentoring capacity
- Understanding, experience and skills in mental health and social, emotional and wellbeing issues

EXPERIENCE:

- Facilitating evidence based trauma informed, therapeutic counselling for individuals and families, working on collaborative therapeutic relationships with clients
- Understanding that the client is the expert in their own mental health and wellbeing
- Desirable but not mandatory - experience working with Aboriginal communities
- Working with teams in a leadership capacity
- Experience in community engagement
- Desirable but not mandatory – experience in Family Therapy

Kirrae Health Service – SEWB Lead Practitioner PD	Created: August 22, 2013	V1.8
Reviewed: August 25, 2023	Next Review: August 2025	

Position Description



KNOWLEDGE:

- Understanding and knowledge of culturally appropriate healing, grief and loss, trauma-informed and recovery-oriented approaches to improve social and emotional wellbeing of Aboriginal clients
- Knowledge of the mental health, community services and child protection systems
- Understanding and knowledge of the principles and practices of Workplace Participation, Risk management, Workplace Diversity and Occupational Health & Safety

ATTITUDE:

- Appreciate, respect and value differences within the Kirrae Health Service staff and the Kirrae Health Service as a Culturally Diverse and Equal Opportunity Employer
- Contribute to and support positive staff morale
- Promote and present a positive image of the Kirrae Health Service to other staff, clients and the community in general
- Acknowledge and respect the traditional owners of the land
- Appreciate and respect the client's right to decision making control and capacity to manage their own mental health and wellbeing.

Other

Employment is subject to a satisfactory Police Check and Working With Children Check

Kirrae Health Service is committed to the health, safety and wellbeing of its staff. Kirrae Health Service and its staff must comply with a range of statutory requirements, including equal opportunity, occupational health and safety, privacy and trade practice. Kirrae Health Service expects staff to comply with its policy and procedures which relate to statutory requirements and our ways of working.

I have read and understood the requirements of this role, as outlined in this Position Description.

Name: _____ Signed: _____ Date: _____

Kirrae Health Service – SEWB Lead Practitioner PD	Created: August 22, 2013	V1.8
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