

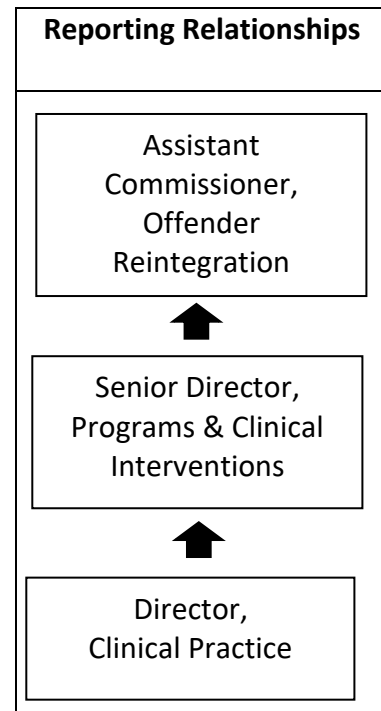


ACT
Government

Justice and Community Safety

POSITION DESCRIPTION

Directorate	Justice and Community Safety
Business Unit/Agency	ACT Corrective Services
Branch	Offender Reintegration
Position Number	P59990
Position Title	Director, Clinical Practice
Classification	Health Professional Level 5 (HP5)
Location	2 Constitution Ave, Canberra, and Alexander Maconochie Centre
Last Reviewed	August 2026



The Australian Capital Territory Public Service (ACTPS) is a values based organisation where all employees are expected to embody the prescribed core values of respect, integrity, collaboration innovation, and dignity, as well demonstrate the related signature behaviours.

DIRECTORATE OVERVIEW

The Justice and Community Safety Directorate (the Directorate) seeks to maintain a safe, just and resilient and inclusive community.

Our purpose is to continuously improve the wellbeing of our community by delivering responsive justice and community safety services that:

- Maintain the rule of law and support a democratic society;
- Strengthens community safety;
- Protects people's legal and human rights and interests;
- Cares for and supporting people who are at a higher risk of vulnerability;
- Enhances timely access to justice;
- Builds community and business resilience to emergencies and disasters/disruptions; and
- Supports formal partnerships and shared decision making with First Nations Peoples.

We will invest in the capability of our people, and we will support them to deliver innovative and sustainable services for our ACT Community.

We will do this by demonstrating strong public sector values and behaviours; we will be community minded; legal and human rights focussed; inclusive and diverse; passionate about our work and we will listen to and genuinely engage with our stakeholders.

The Directorate advises and supports the following ministerial portfolios:

- Chief Minister
- Attorney-General
- Manager of Government Business
- Minister for Gaming Reform
- Minister for City and Government Services
- Minister for Night-Time Economy
- Minister for Police, Fire and Emergency Services
- Minister for Corrections
- Minister for Women
- Minister for Prevention of Family and Domestic Violence
- Minister for Human Rights

BUSINESS UNIT/AGENCY OVERVIEW

ACT Corrective Services (ACTCS) is a part of the Justice and Community Safety Directorate, which delivers and contributes to upholding the rule of law, the Westminster style of democratic government and the principles of fairness, equity and tolerance in the relationship between the government and our community.

Our Values: **Respect | Integrity | Collaboration | Innovation | Dignity**

Our Vision: To be recognised as a leader in the provision of effective Corrective Services which positively change lives, reduce re-offending and prevent future victims.

Our Mission: To contribute to a safer community through:

- The safe, secure, decent and humane management of offenders both in custody and the community; and
- The provision of sustainable opportunities for offenders to lead law abiding and productive lives in the community through rehabilitation and reintegration.

BRANCH OVERVIEW

Offender Reintegration (OR) plays a vital role in the successful reintegration of an offender into the community by seeking to reduce criminogenic risk and supporting an offender to address other causal factors related to their offending behaviour.

Key functions of the Offender Reintegration division are to:

- Deliver a holistic model of Integrated Offender Management (IOM) to offenders throughout their custody and/or supervision period;
- Deliver strong reintegrative services through employment, housing and family reconnection;

- Provide a streamlined and integrated model of sentence management and program delivery that meets the needs of the detainee and offender population;
- Provide specialised services in assessment, case management and therapeutic services that promote rehabilitation opportunities.

POSITION OVERVIEW

Through the provision of strong, ethical, collaborative and highly visible leadership, the Director, Clinical Practice will support clinical best practice, operational governance and defensible decision-making across all operational areas of Offender Reintegration, which aims to promote positive outcomes for individuals and the community, and to reduce recidivism. The Director, Clinical Practice will shape service provision for people with high and complex needs, working collaboratively with government, the community services sector and people with lived experience, to make a tangible difference in the Canberra community.

WHAT YOU WILL DO

Under the broad direction of the Senior Director, Programs and Clinical Interventions, the Director, Clinical Practice will:

1. Provide expert advice and analysis in respect of complex client matters, including, but not limited to issues arising from gender, disability, health, mental health, trauma, culture, LGBTQIA+ status, psychological and psycho-social conditions.
2. Oversee and contribute to complex decision-making and hold accountability through attendance at clinical and multi-agency team meetings.
3. Carry a small clinical caseload of highly complex and/or sensitive matters, and/or mentor other clinical staff to manage these.
4. Contribute to strategic, cross-directorate, operational policy direction and implementation.
5. Undertake research and contribute to service design, development and implementation based on clinical best practice objectives.
6. Undertake clinical data collation, evaluation and reporting, and contribute to funding submissions.
7. Contribute to ACTCS responses to oversight, report, audit, and government recommendations.
8. Contribute to ACTCS governance processes, particularly in respect of clinical matters.
9. Provide professional and/or clinical supervision to staff in accordance with the *Offender Reintegration Staff Supervision Policy*.
10. Ensure timely and accurate information is maintained for all detainees in accordance with relevant legislation, policies, and procedures.
11. Work in close partnership with Custodial Operations, Community Corrections, and other internal and external stakeholders.
12. Maintain records in accordance with the *Territory Records Act 2002*.
13. Prepare strategic reports, complex briefings and detailed correspondence for senior management, the Commissioner and the Minister's Office.

WHAT YOU REQUIRE

The following capabilities form the criteria that are required to perform the duties and responsibilities of the position.

Professional / Technical Skills and Knowledge

1. Demonstrated expert knowledge and experience in contemporary clinical best practice, providing clinical services to clients with highly complex needs, including, but not limited to issues arising from gender, disability, health, mental health, trauma, culture, LGBTQIA+ status, psychological and psycho-social conditions.
2. Demonstrated success in research, clinical service design, implementation, and evaluation.
3. Demonstrated ability to provide high level supervision and advice regarding service provision in a clinical setting.

Behavioural Capabilities

1. Demonstrated high level liaison and communication skills, including the ability to liaise and communicate across a range of audiences and in a range of formats, supporting organisational vision and requirements, representing the agency and preparing complex written documentation such as reports or briefs.
2. Demonstrated ability to influence people and practice; facilitate commitment to objectives and required standards; create a safe and cooperative work environment and a high performing division.
3. Demonstrated ability to work collaboratively with other government agencies and external stakeholders.

Compliance Requirements/Qualifications

1. Graduate qualification in Social Work, Occupational Therapy, Psychology, or Nursing is mandatory.
2. Relevant postgraduate qualifications are highly desirable.
3. Registration, or eligibility for registration with the appropriate professional body (e.g., Australian Health Practitioner Regulation Authority, or Australian Association Social Work, or Allied Health Professions Australia) is mandatory.
4. Demonstrated experience and/or willingness to work with offenders in custody and the community is essential.
5. Applicants must have a minimum of five years paid work employment, post qualification, providing clinical services to vulnerable and/or disadvantaged people in a relevant role.
6. The successful candidate will be required to undergo a National Police Check and background checks.
7. Current registration issued under the *Working with Vulnerable People (Background Checking) Act 2011* (ACT) is required if you are not registered by a professional body for which this is covered.
8. To be eligible for permanent or temporary employment within the ACT Public Service (ACTPS) you must be an Australian citizen, a permanent resident or hold a valid work visa.
9. If an officer no longer holds a visa that permits them to work in Australia, their employment with the ACT Public Service (ACTPS) will be terminated.

WORK ENVIRONMENT DESCRIPTION

The following work environment description outlines the inherent requirements of the role of **Director, Clinical Practice (position number P59990)** and indicates how frequently each of these requirements would be performed. Please note that ACTPS is committed to providing reasonable adjustment and ensuring all individuals have equal opportunities in the workplace.

ADMINISTRATIVE	FREQUENCY
Telephone use	Frequently
General computer use	Frequently
Extensive keying/data entry	Occasionally
Graphical/analytical based	Occasionally
Sitting at a desk	Frequently
Standing for long periods	Occasionally
Designated workstation	Frequently

STANDARD HOURS	FREQUENCY
Flexible working hours (access to flex time)	Never
Fixed or specified start/finish times	Never
Expected to work extensive hours over a significant period due to the nature of the duties	Occasionally
Access to Accrued Days Off (ADO's)	Never
Peaks and troughs	Occasionally
Frequent overtime	Never
Rostered shift work	Never

SOCIAL DEMANDS	FREQUENCY
Work with others towards shared goals in a team environment	Frequently
Work in isolation from other staff (remote supervision)	Occasionally
Working in a call centre environment	Never
Working directly with the public	Frequently

PHYSICAL DEMANDS	FREQUENCY
Distance walking (large buildings or inter-building transit)	Occasionally
Working outdoors	Occasionally

MANUAL HANDLING	FREQUENCY
Lifting 0 – 5kg	Occasionally
Lifting 5 – 10kg	Never
Lifting 10kg+	Never
Climbing	Never
Reaching	Occasionally
Bending/squatting	Occasionally
Push/pull	Occasionally
Sequential repetitive movements in a short amount of time	Occasionally

TRAVEL	FREQUENCY
Frequent travel – multiple work sites	Frequently
Frequent travel – driving	Frequently
Frequent travel – interstate	Occasionally

SPECIFIC HAZARDS	FREQUENCY
Working at heights	Never
Exposure to extreme temperatures	Occasionally
Operation of heavy machinery e.g. forklift	Never
Confined spaces	Never
Excessive noise	Occasionally
Low lighting	Never
Handling of dangerous goods/equipment	Never
Working with asbestos	Never
Potential to encounter agitated customers	Frequently

Exposure to potentially distressing case material	Frequently
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OTHER	FREQUENCY
Uniform required	Never
Personal Protective Equipment (PPE) required	Occasionally