

POSITION DESCRIPTION

Directorate: Health and Community Services Directorate

Position Number: P63412

Division: Children Youth and Families

Classification: Health Professional Officer 3 (HPO3)

Business Unit: Clinical Services and Practice Assurance (CSPA)

Location: 220 London Circuit, City

Position Title: Clinical Specialist – Therapeutics

Last Reviewed: August 2026

DIRECTORATE OVERVIEW

The Health and Community Services Directorate (HCSD) delivers a broad range of health and human services to support the wellbeing of the ACT Community and ensures our public health system meets the community's needs, now and into the future. HCSD provides strategic leadership on policy and population health direction for the ACT health system, ensuring services are innovative, effective, and responsive to community needs.

Alongside health strategy, HCSD is responsible for a range of human services including multicultural affairs, services for older people, housing, women's initiatives, family and domestic violence and homelessness services, and support for children, youth, and families. The Directorate also leads community disaster recovery and Aboriginal and Torres Strait Islander engagement.

HCSD is an inclusive employer where all people are respected and valued for their contribution. We strongly encourage and welcome applications from Aboriginal and/or Torres Strait Islander people, People with Disability, people from culturally and linguistically diverse backgrounds, veterans, mature age workers and lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) people

DIVISION OVERVIEW

Children, Youth and Families (CYF) is a division of the HCSD. It works in partnership with the community to protect children and young people from being harmed and from harming others. CYF also works in partnership with families, carers and community agencies to ensure children and young people are safe and achieve the best possible life outcomes.

Next Steps for Our Kids 2022-2030 captures a vision for an ACT child protection system which places the needs of children and young people at the centre of its mission and prioritises their best interests as the paramount consideration in decision making.

CYF deliver a family services model that integrates family support and targeted prevention with statutory interventions and out of home care (OOHC). The model ensures effective supports for children and young

people are in place and enhances our response to work with Aboriginal and Torres Strait Islander families and communities.

This model drives greater focus on targeted prevention programs, and specialised adolescent services that acknowledge the unique needs of young people engaged, or at risk of engaging with the youth justice system.

CYF will steward the new system across all government, non-government and other key stakeholders to achieve these results for the ACT.

BUSINESS UNIT OVERVIEW

The Clinical Services and Practice Assurance (CSPA) branch was established in 2024 and led by the Chief Practitioner. The CSPA branch leads practice improvement and the development of clinical support services across child protection and youth justice services for ACT children and young people and their families.

The CSPA branch will develop workforce systems and service offerings and drive continuous improvement and practice uplift. Service provision will be in line with the *Children and Young People Act 2008*, and the to shift to a multi-agency, family support practice model.

The branch will also cultivate critical partner and stakeholder relationships to deliver an effective family support response across child protection and youth justice sectors, including the Human Rights Commissioner, Public Advocate, the Aboriginal and Torres Strait Islander Children's Commissioner and the Human Services Registrar.

The Clinical Development Unit includes the Clinical Specialists and Principal Practitioners providing guidance and clinical specialist advice to practitioners. The Unit is also responsible for the management and development of practice guidance and developing and updating resources for Child, Youth and Family Safety and Youth Justice and Adolescent Services (YJAS) branch.

POSITION OVERVIEW

The Clinical Specialist (Therapeutics) will be responsible for providing specialist clinical advice and support, with a focus on trauma and the therapeutic needs of children and young people who have come involvement with CYF system. The Clinical Specialist (Therapeutics) will also contribute to enhancing and embedding transparent, dignity driven, trauma informed and evidence-based practices, that exemplify the best interests of children, youth, and families and highlight CYF's active effects.

The Clinical Specialist (Therapeutics) will have a focus on supporting the continuous improvement of CYF practice and identifying areas of practice improvement to assist CYF to meet statutory obligations.

WHAT YOU WILL DO

Under general direction, you will:

- Provide clinical advice and support including therapeutic consults and assistance to guide and advise CYF practitioners, carers/ families and care teams in their how they work to support children and young people and their therapeutic needs. This is grounded in a specialist knowledge of trauma and adversity, child development, attachment, cultural needs and

general trauma-informed therapeutic strategies. This may include provision of therapeutic needs assessments.

- Collaborate with CYF practitioners to assist with trauma-informed case planning and provide recommendations on the trauma-informed strategies that align with client's unique strengths and needs.
- Providing Therapeutic Life Story Work for complex matters to support children and young people in their healing and recovery from trauma while also strengthening their relational bonds with care givers.
- Promoting a trauma-informed organisation by developing resources on principles of trauma-informed care
- Provide trauma-informed training and therapeutic groups/programs to CYF practitioners, families, carers and external stakeholders with a focus on the therapeutic needs of children and young people.
- Facilitate and participate in a range of forums such as Supervision, Debriefing and reflective supervision to support decision making using a therapeutic lens.
- Foster productive and collaborative relationships with key internal and external stakeholders, including working collaboratively within the care team and liaising with CYF practitioners to ensure the child or young person's therapeutic needs are represented.
- Work in accordance with and uphold the relevant legislation, policies and procedures and ACT Public Service Values and Signature Behaviours, ACT Government's Respect, Equity and Diversity Framework and the Directorate's Work health and Safety Systems.
- This position may involve mentoring and coaching of staff and/or students.

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 practice experience working in a trauma-informed manner with child protection and youth justice populations, including experience supporting staff to engage with children, young people, families and providing specialists' clinical advice to CYF practitioners and support to care givers and care teams; and /or experience working with Aboriginal and Torres Strait Islander families and communities.
2. Demonstrated high-level communication skills, both verbal and written, including the capability to effectively engage with a diverse client base, including working with Aboriginal and Torres Strait Islander families and communities, the ability to manage sensitive issues with integrity, and facilitate outcomes that meet the needs of children and young people.
3. Demonstrated ability to apply Evidence Based Practice to assessment, case planning, strategies and delivery of services to support the therapeutic needs of children and young people, to provide

training and deliver groups/programs.

4. A thorough understanding of relevant legislation and policies underpinning the core responsibilities and principles of child and youth protection, in particular a strong working knowledge of the Children and Young People Act, 2008.

Behavioural Capabilities

5. Proven ability to consistently employ and role model effective self-management and leadership of self to work both independently and effectively within a team environment to professionally deliver a service including the capacity to make sound judgements in a complex and sensitive environment.
6. Proven stakeholder engagement and collaboration skills, demonstrating the ability to relate to and develop meaningful relationships with people across various levels, with demonstrated ability to manage sensitive issues with integrity and facilitate outcomes that meet the needs of a diverse organisation.

Compliance Requirements / Qualifications

- Relevant tertiary qualifications in Social Work, Psychology, Social Welfare, Social Science or related discipline.

***Please note:** Aboriginal and Torres Strait Islander people who do not have these qualifications, but who have appropriate and relevant Aboriginal and Torres Strait Islander cultural heritage and experience are eligible to apply.*

- Minimum of three (3) years of experience working with children, youth, and/or families in a social work/case management role, and/or experience working with Aboriginal and Torres Strait Islander families and communities.
- This position does require a Working with Vulnerable People Check. Prior to commencing in this role, a current registration issued under the Working with Vulnerable People (Background Checking) ACT 2011 will be required. For further information on Working with Vulnerable People registrations, refer to Access Canberra.
- Prior to commencement, the successful candidate will be required to undergo a pre-employment National Police Check.
- Driver's license (C class) is essential.
- As this role is likely to work with Aboriginal and Torres Strait Islander families and young people, cultural awareness, the capacity to work with Aboriginal and Torres Strait Islander people is highly desirable.

Desirable

- Training in Therapeutic Life Story Work or willingness to complete accreditation
- Experience in working with people with significant trauma and adversity histories, disability and/or mental illness

WORK ENVIRONMENT DESCRIPTION

The following work environment description outlines the inherent requirements of the role of Clinical Specialist (Therapeutics) 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	Frequently
Sitting at a desk	Frequently
Standing for long periods	Occasionally
Designated workstation (hybrid work options are available, and role will require flexible working arrangements, including the use of both office and home-based work options)	Frequently

STANDARD HOURS	FREQUENCY
Flexible working hours (access to flex time)	Occasionally
Fixed or specified start/finish times	Occasionally
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	Frequently
Frequent overtime	Occasionally
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	Occasionally
Lifting 10kg+	Never
Climbing	Never

Reaching	Occasionally
Bending/squatting	Occasionally
Push/pull	Never
Sequential repetitive movements in a short amount of time	Occasionally

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

SPECIFIC HAZARDS	FREQUENCY
Working at heights	Never
Exposure to extreme temperatures	Never
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	Occasionally
Exposure to potentially distressing case material	Frequently

OTHER	FREQUENCY
Uniform required	Never
Personal Protective Equipment (PPE) required (face masks may be required on occasion such as where there are specific health or other guidelines requiring use e.g. in a health or custodial setting)	Occasionally