



POSITION DESCRIPTION

Date	June 2025
Position Title	Clinician – Level 1
Reports to (position title)	Site Manager
Department	Children’s Therapy Services

ORGANISATIONAL CONTEXT

bestchance Child Family Care is an independent, not-for-profit, community organisation operating across 35 locations in Victoria and a Head Office in Glen Waverley.

bestchance adopts an innovative and holistic approach to assisting young children and families by integrating a range of specialist family oriented educational and welfare community services. The range of programs delivered include Early Childhood Education and Care (ECEC), Kindergarten, Child Care; Children’s Therapy, Parent and Child Support, Training, Community Support and Cheshire, an independent, specialist primary school for children with social, emotional and learning difficulties.

These programs recognise that the early years of a child's life are the most formative and influential and we strive to adhere to the principles of 'best practice'. This commitment ensures that families are, at all times, respected as the experts on their children and supported in an environment that is strength based and family centred.

bestchance also works in partnership with families in managing a number of kindergartens under its Early Years Management Program.

bestchance is committed to implementing and adhering to the Child Safe standards including the development and implementation of people practices that reduce the chance of child abuse within the organisation, for which we advocate zero tolerance.

Health safety and wellbeing first, is an expectation of all, where staff implement local work instruction and processes aligned to organisation requirements and are accountable for their own safety and safety of others.

PURPOSE

For all children, families and individuals to thrive in their community.

VISION

Inclusion we include everyone regardless of their background, needs or circumstances

Care We nourish and nurture resilient relationships

Education We develop skills and knowledge to build capacity and resilience.

VALUES

Safety Always	We are responsible, both individually and collectively, for prioritising physical, emotional and cultural safety and we are confident to hold each other to account.
Collaboration & Courage	We invite collaborative thinking, cooperation and constructive risk-taking to achieve our full potential.

Integrity & Accountability	We do what we say, own what we do and learn from our mistakes.
Respect & Inclusion	We foster a culture of belonging, built on mutual respect, positive communication, active listening and recognition of everyone's right.
Innovation & Improvement	We embrace a philosophy of creative thinking by stepping out of our comfort zones and exploring new ideas to achieve for good.

POSITION PURPOSE

The purpose of this position is to support children with developmental delays and disabilities, and their families, to reach their full potential.

PRIMARY OBJECTIVES

This position works as part of a transdisciplinary team of Allied Health professionals, to provide high quality services, integrating the developmental and therapeutic needs of children, to increase children's meaningful participation in daily life. With a focus on building the capacity of children, families and communities, our Therapists can meet these objectives through individual and group clinical work (both in clinic and in the community).

KEY RESULT AREAS AND RESPONSIBILITIES

Service Delivery

- Plan and deliver high quality services for children and families, which are consistent with Children's Therapy Services Guiding Principles of Practice.
- Work within the Transdisciplinary model, including acting as a Key Worker for allocated families to support them to coordinate their child's developmental and therapeutic needs.
- Build family member's capacity to respond to the needs of their family and to access community resources.
- Deliver services within working hours through effective planning, in line with targets for billed hours.
- Provide culturally-responsive services.
- Records data and provides documents according to reporting requirements in an accurate and timely manner.

Level I Experience

- 0–2 years post-qualification
- May still require close supervision or mentoring
- Possibly provisional registration (e.g. psychology)

Benchmarks

- Requires structured supervision and guidance in clinical decision-making
- Building confidence with assessments, report writing, and intervention planning
- Learning to manage a full caseload with time management support
- Emerging understanding of NDIS reporting and documentation

- Minimal or no involvement in service development or mentoring
- Focused on developing foundational clinical and professional skills

Continuing Professional Development

- Participate in the professional development plan process, and engage in continuing professional development activities that are consistent with your plan and lead to professional growth.
- Engage with bestchance's feedback processes.
- Maintain and update discipline specific skills, in line with discipline specific registration requirements.

Relationships

- Using a Family Centred approach, acknowledge families as the primary agents of their child's development and the pivotal role of families in children's lives. Create a welcoming environment where all families are encouraged to participate in and contribute to their child's learning and development experience.
- Proactively support the development and engagement of other team members.
- Develop and maintain effective internal and external working relationships.

Organisation

- Maintain knowledge of and adherence to bestchance's policies, procedures and practices.

KEY SELECTION CRITERIA

✓	Discipline	Discipline Specific Key Selection Criteria Applicable
	Behaviour Consultant	Studying a Masters level coursework in Behaviour Analysis (or equivalent) that is a recognised pathway to registration as a Board Certified Behavior Analyst (BCBA) with the Behaviour Analyst Certification Board (BACB).
	Dietitian	Registered (or able to register) as an Accredited Practising Dietitian with Dietitians Australia.
	Music Therapist	<ul style="list-style-type: none"> • Relevant tertiary qualifications in Music Therapy derived from an Australian Music Therapy Association (AMTA) accredited course. • Full registration with the AMTA .
	Occupational Therapist	Registered (or able to register) as an Occupational Therapist with AHPRA.
	Physiotherapist	Registered (or able to register) as a Physiotherapist with AHPRA.
	Play Therapist	<ul style="list-style-type: none"> • Relevant tertiary qualifications in Child Play Therapy. • Registered with the Australasia Pacific Play Therapy Association (APPTA) or Australian Play Therapy Association (APTA).
	Psychologist	Registered (or able to register) as a Psychologist or Provisional Psychologist with AHPRA.
	Social Worker	Registered (or able to register) as a Social Worker with AASW.
	Specialist Teacher	Qualifications in Early Childhood Education or Special Education (Bachelor or Masters coursework). Registered with VIT.

Speech Pathologist	Registered (or able to register) as a Speech Pathologist with Speech Pathology Australia.
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- Has clinical supervision contributing to their eventual certification covered external to bestchance (i.e. not requiring a bestchance supervisor for mandatory supervision hours) .
- Experience working with children in a support or therapeutic setting (e.g. supervised fieldwork, support worker, volunteering etc.)
- Demonstrated knowledge of bestchance Children’s Therapy Services guiding principles of practice
- Demonstrated ability and knowledge to support children with developmental delay and disabilities aged 0-10 years, and their families
- An ability to lead and engage with family-centred goal setting and review processes
- Well-developed communication and interpersonal skills, including the ability to maintain positive, sensitive relationships with children, parents, staff and caregivers
- Ability to work independently and co-operatively in a team environment
- Proven ability to assess priorities and manage competing demands, both independently and as a member of a team, including exercising sound judgement and initiative

REQUIRED EXPERIENCE AND QUALIFICATIONS

- Working with Children’s Check (Employee)
- A satisfactory National Police History Check
- NDIS Worker Screening Check
- Current valid driver licence and access to a reliable vehicle