



## POSITION DESCRIPTION

# YOUTH COUNSELLOR

### SALTBUSH AT A GLANCE

Saltbush Social Enterprises (**Saltbush**) is a not-for-profit NT organisation that was developed in response to the critical need for grassroots opportunities that create prosperity parity for marginalised Territorians.

To learn more, visit [www.saltbushnt.org.au](http://www.saltbushnt.org.au)

Job Title	Youth Counsellor
<b>Saltbush Division</b>	Supported Bail Accommodation
<b>Location</b>	Darwin or Alice Springs
<b>Employment Type</b>	Permanent, Full time
<b>Reports to</b>	Senior Residential Manager
<b>Hours of Work</b>	Regular hours allocated Monday to Friday from 8.00am through to 5.00pm. Additionally there is a shared "on-call" requirement to respond as needed to 'out of hours' matters.
<b>Travel</b>	Occasional regional and remote travel may be required as part of this role to participate in Saltbush development activities or outreach services.
<b>Compliance Requirements</b>	National Police Clearance, NT Working with Children (OCHRE) Card, NT Drivers licence, First Aid. All certifications must be current at time of appointment and maintained through employment by the Employee.

### PRIMARY PURPOSE OF POSITION

The Youth Counsellor will work within the Saltbush Supported Bail Accommodation program to deliver targeted therapeutic interventions to appropriately support young people who are residing with SBA during their court proceedings as part of bail arrangements.

The Youth Counsellor will ensure that therapeutic interventions provided to participants of the program are underpinned by robust evidence-based & outcome-driven approaches.

This role will also provide intensive support and training to staff of the facility such as support workers who are working directly with young people impacted by trauma, loss and attachment issues.

## KEY DUTIES & RESPONSIBILITIES

To ensure success in your role as the Youth Counsellor, you will:

- Deliver early intervention and prevention counselling as well as programs aimed at minimising the frequency and occurrence of poor mental health and at reducing the heightened lifetime impact of mental disorders and mental illnesses.
- Work with partners to develop collaborative systems and multi-agency pathways that further support and enhance the mental health and wellbeing of young people and adults with a focus on engagement with Aboriginal Service Providers
- Work with the Therapeutic Program team to provide therapeutic interventions to participants engaged in our programs, ensuring all critical processes are followed and the established framework adhered to by all therapists regarding the referral/intake, treatment, discharge and throughcare of participants.
- Maintain a monitoring and evaluation system to ensure accurate and complete data is recorded for all participants and ensure treatment plans are updated progressively or reflected in case notes.
- Deliver evidence-based psycho-social interventions appropriate to participants presenting problems including, but not limited to, brief interventions, cognitive behaviour therapy, community reinforcement therapy, motivational enhancement therapy and group work.
- Work within an ethical and legal framework and ensure services are provided in line with legislation, contractual compliance, policy and procedural and reporting requirements.
- Develop and maintain relationships with a range of providers such as AOD, mental health, health and related services including networking with organisations and proactively seeking to partner in service delivery, for referrals and in the throughcare phase.
- Support staff to understand and comply with Saltbush policies, procedures and reporting processes relating to our Therapeutic Framework
- Engage with SBA operational and leadership teams including participation at regular and routine meetings; sharing relevant information for effective service delivery per shift.
- Support participants in preparation for court appearances including attendance at court if specifically requested by a participant.
- Provide development sessions for SBA team to be prepared for and/or reflect on critical incidents and the impact they may have on team as a group or individual.

## ESSENTIAL SELECTION CRITERIA





- Tertiary qualification in Psychology, Social Work, Occupational Therapy or Counselling along with current registration with the professional body relevant to your qualification/s.
- Demonstrated experience working with Aboriginal young people and their families.
- Demonstrated experience with trauma informed therapeutic counselling frameworks and practice.
- Demonstrated experience in clinical leading and risk management for young people.
- High level experience working with youth, who have co-existing and complex needs and an understanding of strength-based approaches.
- Demonstrated experience in providing high quality support to clients and families including both individual and group work.

- Demonstrated effective interpersonal, written and oral communication skills.
- Demonstrated ability to develop and maintain collaborative working relationships with service providers and relevant stakeholders with a particular focus on mental health services.
- Comprehensive knowledge and experience of the issues affecting Aboriginal and Torres Strait Islander peoples.
- High level organisational skills and self-motivation with the ability to take initiative when working alone and able to interact and work in a team.

# THE SALT BUSH CAPABILITY FRAMEWORK

The Saltbush Social Enterprises' Capability Framework describes the core knowledge, skills and abilities expressed as behaviours, which set out clear expectations about performance with our organisation. Our Capability Framework builds on our values and creates a common sense of purpose for all levels of the workforce.

Below is the full list of capabilities and the level required for this position.

CAPABILITY GROUP	CAPABILITY NAME	LEVEL
 Personal Attributes	Achievement Focus	Expert
	Thoroughness	Expert
	Manages Self	Advanced
	Teamwork and Leadership	Advanced
 Relationships	Building Relationships	Expert
	Collaboration	Expert
	Communicating for Results	Advanced
	Leading the Organisation	Skilled
 Results	Analytical Thinking	Advanced
	Organisational Alignment	Advanced
	Initiative	Advanced
	Problem Solving	Advanced
 Resources	Business Knowledge	Skilled
	Business Process Knowledge	Intermediate
	Strategic Thinking	Advanced
	Finance	Skilled
	Procurement and Contracts	Skilled
	Human Resources	Advanced


  
FOUNDATIONAL


  
INTERMEDIATE


  
SKILLED


  
ADVANCED


  
EXPERT