

## POSITION DESCRIPTION

<b>Date</b>	June 2022
<b>Position Title</b>	Clinical Lead – Children’s Therapy Services
<b>Reports to (position title)</b>	Program Manager – Children’s Therapy Services
<b>Department</b>	Children’s Therapy Services

### Organisational Context

**bestchance** Child Family Care is an independent, not-for-profit, community organisation with offices in Glen Waverley, Bayswater and Pakenham, Victoria, Australia.

**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) Family Day Care, 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 relationship

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

## VALUES

**Humility** we focus on listening to better understand and meet needs

**High Expectations** we have high aspirations for our client outcomes and for the calibre of our services and staff

**Innovation** we embrace change based on critical reflection

**Curiosity** we seek new understandings and knowledge

**Evidence** we seek and generate evidence to evaluate and improve our programs

**Challenge** we look beyond the immediate to achieve different results

## POSITION PURPOSE

The role will work collaboratively with the Children's Therapy Services management team to lead a sustainable business that provides high quality healthcare services for the community. This role's primary function is to coordinate and champion a discipline within the CTS program and advance the transdisciplinary model. It has a focus on mentoring and quality improvement of effective services, systems and productivity.

## PRIMARY OBJECTIVES

This role has a focus on peer discipline management, discipline engagement and driving a positive workplace culture.

This position provides clinical leadership to a specific discipline within the Children's Therapy Services and more broadly the whole program of Allied Health professionals, to provide high quality services, integrating the developmental and therapeutic needs of children in order 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), and educational consultancy.

Reporting to the Program Manager – Children's Therapy Services, this role will focus on advancing evidence based care and elevating staff culture, to yield positive client outcomes and high performing teams.

## KEY RESULT AREAS AND RESPONSIBILITIES

### People Management

- Work with the Program Manager and People and Culture team to coordinate the recruitment and selection of staff members, consistent with bestchance policy and procedures.
- Drive a team culture that attracts, retains, actively engages and motivates both paid (permanent and casual) and voluntary personnel in line with operational needs of the program.
- Oversee appropriate discipline specific induction and orientation programs for relevant new staff

- Provide coordination and clinical supervision to Allied Health professionals (mainly same discipline but not limited to, in order to champion transdisciplinary practice) to ensure high quality service delivery which is responsive to the needs of families and children and aligned with the operational needs of bestchance.
- Ensure compliance of all same discipline peers to the regulations and standard of your relevant discipline governing body
- Support the engagement of transdisciplinary team, both within broader program and with the organisation as a whole, via proactive project management

### **Service Delivery**

- Contribute to the development and implementation of high quality services for children and families, that are consistent with Children's Therapy Services Guiding Principles of Practice, are culturally responsive, and are in line with the operational needs of the program.
- Undertake a clinical load providing direct clinical services for children and families working within the Transdisciplinary model.
- Deliver services within working hours through effective planning, in line with billed hours expectations.
- Engage in capacity building activities within the community, such as delivering School Readiness Funding supports, supervision of students, conducting professional development sessions.
- Record data and provide documents according to reporting requirements in an accurate and timely manner
- Monitor program compliance with legislative and regulatory requirements (e.g. NDIS Practice Standards, Child Safe Standards).

### **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, and support team members to engage with, bestchance's feedback processes.
- Maintain a high focus on the continuing development of your management and leadership skills.
- Maintain and update discipline specific skills, in line with discipline specific registration requirements.

### **Organisation**

- Maintain knowledge of and adherence to bestchance's policies, procedures and practices, whilst also ensuring team members are aware of and acting in accordance with these.
- Contribute to an atmosphere of trust and professional respect through an attitude of openness, tolerance, constructive conflict resolution processes and maintenance of confidentiality.
- Contribute to the vision, strategic planning and relevant policy development, for bestchance Children's Therapy and actively participate as a member of the management team.
- As a member of the Children's Therapy Services management team, support and contribute to an integrated and collaborative approach across the organisation's multi-disciplinary teams.

## KEY SELECTION CRITERIA

- A minimum of five years' experience working with children as a clinician/therapist within your specified discipline (psychologist, speech pathologist, occupational therapist, music therapist, physiotherapist, etc.).
- For psychologists, you are required to be a board certified supervisor to be considered for this role
- Demonstrated knowledge and experience working with best practice principles including family centred, strengths based and evidence based.
- Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation
- Experience in the supervision of Allied Health professionals, including an ability to determine priorities, provide clinical supervision and manage performance.
- Highly developed verbal communication and interpersonal skills, including the ability to develop positive working relationships with multiple stakeholders, internal and external
- Ability to organise, analyse and utilise service provision, performance and evaluation data
- Ability to work independently and co-operatively in a team environment, with an innovative, supportive and flexible approach to work

## Other

- Relevant tertiary qualifications in a relevant allied health discipline.
- 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