

# Position Description

<b>Position title</b>	Multisystemic Therapy Psychiatric (MSTP) Supervisor
<b>Program/Unit</b>	Family Preservation and Reunification Response (FPRR)/ Clinical Services
<b>Classification</b>	SCHCADS Level 7 - Dependent on qualifications & experience
<b>Position reports to</b>	MSTP Manager

## Organisational context

Established in 1997, MacKillop Family Services (MacKillop) strives to ensure all families are supported to provide children with a safe and permanent home, and the best possible start to their lives.

Continuing the child and family welfare programs of our three founding agencies - the Sisters of Mercy, the Sisters of St Joseph and the Christian Brothers - we provide early intervention programs to support the most vulnerable families, and provide education, disability support, home-based care and out of home care for vulnerable children and young people in Victoria, New South Wales and Western Australia.

MacKillop has almost 1,500 staff, operating out of more than 50 sites, and has forecast annual revenue for the 2022/23 financial year of over \$213 million.

Like our founders, we are deeply committed to our work, and are driven by social justice. We believe every child should be protected from abuse, neglect and exploitation, and are a child-safe organisation that is committed to protecting and advocating for the best interests of children and families across all our programs.

Our work is underpinned by our values, and by a deep understanding of the impact of trauma, informed by the Sanctuary Model. Sanctuary is a blueprint for organisational change, which supports organisations to provide a safe, non-violent environment for people affected by trauma. It also supports staff and carers to form communities that are safe and caring, and to maintain a culture that reflects these qualities at every level within the organisation. MacKillop is the only licensed provider of training in the Sanctuary Model in Australia.

MacKillop is deeply committed to promoting diversity. Our diversity encompasses differences in race or ethnicity, gender identity, gender expression, intersex status, sexual orientation, language, age, religion, socio-economic status, relationship status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity makes us more creative, flexible, accessible and productive.

## Our purpose

MacKillop Family Services continues our founders' passionate commitment to social justice - to work for the rights of children, young people and families to be safe, to learn, feel nurtured and connected to culture. We provide high quality services to promote healing from trauma and loss, and to enable hopeful futures.

MacKillop Family Services will care compassionately, respond large-heartedly and advocate courageously.

## Our vision

Children, young people and families are welcomed and supported by MacKillop to be empowered and thrive.

## Our values

We commit to the following five foundational values which we continue to embed in the culture of our organisation and practice:

**JUSTICE.** We believe in the right of all people to experience respect and to have access to quality services irrespective of sex, race, ethnicity, culture, language, religion, marital status, disability, sexuality or age. We advocate for inclusiveness and social justice in the wider community and commit to these principles across our organisation and all services we provide. ***We believe in the right of all people to be treated justly and fairly.***

**HOPE.** We commit to creating positive and hopeful relationships where people find meaning in their experiences and relationships and are able to learn, explore their strengths and create possibilities for growth and change. ***We seek to foster hope that assists people to find meaning.***

**COLLABORATION.** In our work with individuals, families and other organisations and groups, we commit to working in a collaborative spirit through cooperation, coordination, partnership and empowerment. ***We commit to working in a collaborative spirit through cooperation, coordination, partnership and empowerment.***

**COMPASSION.** Compassion is an attitude of the heart, an expression of our shared humanity and a deep desire to alleviate another's suffering. We commit to creating an attitude of openness to others and to their circumstances. ***We seek to foster compassion, an attitude of the heart and a response to exclusion and suffering.***

**RESPECT.** We value ourselves and other people, the earth and all creation. We seek to listen and learn from each other and build relationships with respect, being proud of what we hold in common and with understanding and tolerance of our differences. ***We seek to act with respect with regard to each other, the earth and all creation.***

## Our Sanctuary Commitment

Our values are brought to life through our commitment to the Sanctuary Model. Sanctuary is an evidence-supported, whole-of-organisation framework that guides how we practice as an agency. Sanctuary enables a shared language, knowledge, and response to the impact of trauma and loss on all of us.

Our seven Sanctuary Commitments are as follows:

- Non-Violence - Mean what you say and don't be mean when you say it
- Emotional Intelligence - Look out for yours and other people's feelings
- Social Learning - We all learn from, and teach each other
- Democracy - Everyone is heard
- Open Communication - Be honest and share information
- Social Responsibility - We all help each other ... It takes a village to raise a child
- Growth and Change - Open to new ideas and ways of thinking

## Position purpose

This position is situated within the Clinical Services Unit which is responsible for the development and continuous improvement of therapeutic clinical services, the delivery of quality practice and the professional culture of the client facing workforce delivering services to children, youth and families across the organisation.

MacKillop has implemented the Evidence Based Model – Multisystemic Therapy –Psychiatric (MSTP) in the metro regions to focus on families with 9 – 17-year-old young people. The psychiatric stream of MST integrates intensive mental health and substance abuse treatment with systemic family practice to provide clinical therapeutic support to young people and their families. The MST-Psych program provides intensive home-based treatment for the young client and the family where therapists often visit families initially as frequently as daily. In addition, 24/7 face-to-face crisis response by a member of the MST-Psych team is available to the family when needed.

The MST Psych Supervisor's supervisory and leadership experience, as well as strong mental health clinical training and experience is key in leading a team of 3-4 therapists and a Crisis Case Manager in implementing Multisystemic Therapy Psychiatric (MST-P). The MST Psych Supervisor's duties include clinical and administrative supervision for therapists on team, liaison with key collaborating agencies and with leadership inside the provider organization, providing ongoing evaluation and staff development for therapists, and interfacing with MST expert consultants. The MST Psych Supervisor also supports therapists implementing MST 24-hours per day, 7 days per week with backup from other agency supervisory staff.

Each MST Supervisor can carry a caseload of one family. Each therapist has a case load of 4 families. Caseload size variation is determined by the age and relative complexity of the families currently in treatment. Duration of treatment should range from 4-7 months, averaging 6 months. For ongoing programs, maintaining accreditation within the MST model requires each therapist to treat at least 8 families annually.

## Primary objectives

This program is funded by the Department of Families, Fairness and Housing to provide intensive family support linked to clinical therapeutic service in order to reduce the demand for residential care services for some of the most complex children and young people in Victoria. The program will have two streams:

- Reunification stream working with children/young people in residential care to reunify them with their families and
- Placement Prevention stream that supports families to prevent children/young people entering Out of Home Care.

This program includes an initial intensive intervention phase, delivered through a mobile and integrated approach, followed by a sustained service support phase, aimed at preventing at-risk children entering or re-entering care. It requires working across various systems, linking them together and eliminating duplicates to provide a streamlined cohesive service response.

## Key result areas and responsibilities

The MST Supervisor will engage with Aboriginal and Torres Strait Islander families in a culturally safe and competent way. This includes engaging in regular consultation with the program's Cultural Advisor and including ongoing training.

The MST-Psych Supervisor will:

- Carry clinical and administrative supervisory responsibilities for 1-2 MST teams of 2-4 therapists and 1 crisis case manager each
- Conduct weekly group supervision and training for MST team to assure adherence to MST principles and the MST analytic process, and to assure clinician competency in implementation of interventions and conduct individual supervision as needed to target clinician competency needs and to remove individual barriers to effective implementation of MST treatment
- Assure availability of clinical and administrative support to clinicians 24 hours/day, 7 days/week on a rostered system
- Collaborate with stakeholders, both external in the community and within the provider agency
- Promote and educate about MST-P with both internal and external stakeholders
- Generate and manage case referrals and manage clinician caseloads
- Collaborate actively with MST-P Expert around implementation of MST-P by the program, and to ensure continued development of own clinical skills and knowledge of relevant research
- Manage and report data on clinical outcomes and program practices
- Deliver MST to a caseload of 1-2 families, as required to address program needs

### Key selection criteria

The role requires a Masters degree in Psychology, Social Work, Counseling or a related subject area. Two-three years of clinical supervisory-level experience preferred. The role will at times require evening and weekend hours plus an on-call rostered schedule therefore it is essential that the successful applicant's life circumstances are sufficiently flexible to undertake this role.

### Preferred Experience and Knowledge:

- Leadership role including hiring, performance evaluation, and holding supervisees accountable for performance
- Significant clinical experience in treating serious antisocial behavior in youth including Research or training in diagnostic assessment, mental status examinations
- Demonstrated skills in building strong collaborative relationships across professional and organisational boundaries, as well as knowledge of relevant Community Service Organizations, local and State Government (DFFH) and the ability to network with these services
- Family systems, social ecological and behavioural theory and application
- Direct use of pragmatic (i.e., structural, strategic and functional) family and marital therapies
- Cognitive-behavioral therapy theory and application particularly in the areas of depression and anxiety
- Trauma treatment for adults and children using exposure, cognitive therapies, and stress inoculation training and demonstrated ability to undertake complex casework with families and children who have experienced trauma
- Implementation of interventions within or between systems in the youth's natural ecology that affect or influence the behavior of youth (i.e., family, peer, school, and neighborhood)

- Child development research and its application in treatment
- Preferred sound knowledge and understanding of Aboriginal history, values, the stolen generation, practices and culture

#### **Required Personal Skills:**

- Excellent communication skills, both verbal and written.
- Excellent interpersonal skills, with a demonstrated capacity to work collaboratively with others and exercise influence in a diversity of contexts.
- Excellent time management and organizational skills.
- Ability to participate collaboratively and constructively within teams of peers, staff and other stakeholders, as well as initiative and effective personal judgement when working alone.

#### **Other information**

The incumbent is required to:

- Sign and actively abide by MacKillop's Code of Conduct.
- Observe and actively support MacKillop's P.8 People and Workplace Policy.
- Observe and fulfil health and safety responsibilities as contained within 'WHS-P-001 Responsibility Statements' document.
- Attend mandatory and other training as required.
- Actively participate in MacKillop's Bid Management process as required.
- Participate in and promote continuous quality improvement processes.
- Promote an environment that is culturally safe and strengths focused.
- Abide by principles and commitments of the Sanctuary Framework.
- Incorporate cultural safety into your practice with Aboriginal families.

The incumbent must possess a:

- Valid and current Victorian Driver's Licence.
- Valid and current Victorian Working with Children Card
- Valid and current NDIS Worker Check (for NDIS risk assessed roles).
- Satisfactory criminal history check conducted by MacKillop Family Services.

#### **Approval**

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**Approver's full name:** | Kerry O'Sullivan | **Date:** | 2/05/22

*Phillie*

**Approver's position title:**

**Incumbent's full name:**

**Incumbent's signature:**

**Date:**



*MacKillop Family Services acknowledges Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the Traditional Owners and Custodians of the land on which we live, work and play. We pay our deep respects to Elders past and present and acknowledge all Aboriginal children, young people, families and staff who are a part of MacKillop Family Services.*



*MacKillop celebrates and draws strength from diversity and respects the dignity of all people. Every person at MacKillop has the right to be safe and to be treated justly. We value every person's cultural or linguistic background, ethnicity, sexual orientation, gender identity, gender expressions, intersex status, relationship status, religion or spiritual beliefs, socio-economic status, age, and abilities.*