



THERAPEUTIC PROGRAM PRACTITIONER

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

Job Title	Therapeutic Program Practitioner
Saltbush Division	Therapeutic Programs
Location	Alice Springs
Employment Type	Permanent, Full time
Reports to	Central Australian Operations Manager
Hours of Work	Normal business hours and such further additional hours as reasonably necessary including some out of hours flexibility.
Travel	Some regional and remote travel may be required as part of this role.
Compliance Requirements	National Police Clearance, NT Working with Children (OCHRE) Card, NT Drivers Licence

PRIMARY PURPOSE OF POSITION

The Therapeutic Program Practitioner will work within Saltbush programs such as Supported Bail Accommodation and the Low Intensity Mental Health Service (LIMHS) Program in Alice Springs and Tennant Creek to deliver targeting of psychological interventions to most appropriately support young people and adults.

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

Through this position, intensive support and training will also be offered to staff such as support workers working with young people with trauma, loss and attachment issues.

KEY DUTIES & RESPONSIBILITIES

To ensure success in your role as the Therapeutic Program Practitioner, you will:

- Deliver evidence based psycho-social interventions including, but not limited to, brief interventions, cognitive behaviour therapy, community reinforcement therapy, motivational enhancement therapy and group work.
- Facilitate one-on-one and group counselling sessions based on the 6 week Saltbush Wellbeing Program.
- 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.
- Work with clients to construct treatment plans that have achievable goals that provide the best chances of treatment success, reflect individual treatment progress and ensure continuity and consistency of care for clients.
- Work within an ethical and legal framework and ensure services are provided in line with legislation, policy and procedural requirements.
- Participate in regular staff meetings, training, supervision, and assist with the development of positive relationships within the therapeutic programs team.
- Develop and maintain relationships with a range of providers including AOD, mental health, health and related services including networking with external organisations and proactively seeking to partner in service delivery, particularly in the aftercare phase.
- Adhere to organisational policy, procedures, legislative requirements and the professional code of conduct.





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 with trauma informed therapeutic counselling frameworks and practice.
- Demonstrated experience in clinical leading and risk management.
- High level experience working with clients which 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 group work.
- Demonstrated excellent interpersonal, written and oral communication skills.
- Demonstrated ability to develop and maintain collaborative working relationships with service providers and relevant stakeholders with 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 ability to interact and work in a team.

THE SALTBUSH 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	Advanced
	Thoroughness	Advanced
	Manages Self	Advanced
	Teamwork and Leadership	Advanced
 Relationships	Building Relationships	Advanced
	Collaboration	Advanced
	Communicating for Results	Advanced
	Leading the Organisation	Skilled
 Results	Analytical Thinking	Skilled
	Organisational Alignment	Skilled
	Initiative	Skilled
	Problem Solving	Skilled
 Resources	Business Process Knowledge	Skilled
	Strategic Thinking	Skilled
	Project Management	Intermediate
	Finance	Intermediate
	Procurement and Contracts	Intermediate
	Human Resources	Skilled

