

## Position Description

Position Title	Practice Consultant
Department	Quality and Innovation
Program	Quality and Innovation
Location	South
Classification	Level 6

### About Relationships Australia Tasmania

Relationships Australia Tasmania (RA Tas) is a leading provider of relationship support services. Our vision is for all Tasmanians to enjoy positive, respectful and fulfilling relationships. Our services are for everyone, regardless of race, social status, sexual orientation, gender identity or intersex status.

### Our Values

At Relationships Australia Tasmania we are guided by these values in everything we do:

- Willing to serve
- In it together
- People matter
- Looking forward

### Position Summary

The Practice Consultant is responsible for the development, implementation and review of evidence based clinical practice frameworks and processes to ensure the delivery of high-quality professional services that meet the needs of RA Tas clients. They will play a key role in supporting Managers and Senior Practitioners across all teams to ensure the delivery of quality services to clients and professional supervision process and practices

As a part of the RA Tas Quality and Innovation team, the Practice Consultant will co-ordinate the Clinical Governance, Quality and Practice Improvement Committee to provide advice on best practice and innovation and ensure effective clinical governance mechanisms are operating throughout the organisation. They will also contribute to supervision, evaluation and program design across the organisation.

## Key Areas of Responsibility

- Lead the development, maintenance and implementation of evidence-based practice principles and service delivery models including co-production, to achieve high quality outcomes
- Review the quality of therapeutic work within RA Tas programs and liaise with Managers and Senior Practitioners to ensure professional practice meets best practice standards
- Work collaboratively with the Senior Practitioners and Managers to ensure access to professional development for staff to ensure ethical and professional practice, model fidelity and ensure integrity with RA Tas mission, values, ethics, policies and procedures
- Provision of accountable, competent and effective professional supervision to Senior Practice staff consistent with organisational policy and procedure, and lead supervision practices across the organisation.
- Facilitate effective and efficient utilisation of resources, the development of services and the provision of integrated service delivery frameworks across teams and disciplines.
- Take a significant role in the planning, development and review of policies, guidelines and functions of service delivery and provide advice to Management and Leadership teams.
- Lead the Clinical Governance, Quality and Practice Improvement Committee to ensure RA Tas services are of the highest quality and deliver high quality client outcomes and experience and provide organisational guideline in clinical risk management.
- Provide expert clinical advice to the Management and Leadership groups as required
- Proactively network and assist the organisation to promote the service, its values and intent to the referral base and the community
- Participate in and contribute to professional development and staff appraisal processes in collaboration with the Managers
- Any other duties as required and within the general scope of responsibilities of this position

## Position Relationships

Supervisor	Manager Quality and Innovation
Direct Report(s)	Nil
Other(s)	RA Tas staff

## Extent of Authority

The Practice Consultant provides clear and authoritative advice and recommendations for complex activities that are understood and accepted by others as resolving program and service delivery challenges. The Practice Consultant may establish priorities and monitor workflow in their area of responsibility.

## Organisational Responsibilities

- Demonstrate professional workplace behaviours at all times in accordance with the organisation's Code of Conduct and Code of Ethics and adhere to all organisational policies, procedures, standards, practices and RA Tas values
- Our organisation is a Child Safe organisation and takes child protection seriously. As an employee of RA Tas, you are required to meet the behaviour standards outlined in our Practice and Behaviour Guidelines
- Promote a workplace environment that supports the rights of all employees to live free from violence and adhere to the RA Tas Family Violence Support Policy at all times

- Assist RA Tas to create and maintain a safe and healthy work environment by working safely and adhering to all RA Tas Policy, procedures, standards and practices
- Actively participate in regular Supervision sessions in accordance with the RA Tas Supervision Model and positively engage in continued professional development activities

## Selection Criteria

### Essential Requirements (Skills, knowledge, experience, qualification(s) and/or training)

1. Degree in Social Work or Psychology or equivalent qualifications that are recognised by relevant professional body
2. Demonstrated experience in providing therapeutic interventions, and in supervision of practice in counselling and case management settings
3. High level knowledge and understanding of counselling theory and practice, including trauma-informed therapeutic approaches for working with clients.
4. Demonstrated experience in developing evidence-based practice guidelines and frameworks
5. Demonstrated ability to evaluate service delivery systems and develop policies and practice guidelines to improve service delivery outcomes.
6. Ability to work collaboratively across disciplines to achieve best practice outcomes for clients.
7. Demonstrated ability to work independently and provide leadership, mentoring and support to team members
8. Ability to work within and positively advance the mission and values of Relationships Australia Tasmania

### Desirable Attributes

9. Current drivers' licence
10. Experience as a practice consultant

## Special Requirements

- Appointment to this position will be subject to a current and satisfactory National Police Check and Working with Children Registration
- Some intrastate and interstate travel may be required in the position
- Our organisation undertakes several screening processes to ensure the appropriate protection of children in its care. This includes reference checks, identity checks, qualification checks and professional registration checks.

## Working Conditions

- Some out of hours work may be required in order to satisfy operational requirements
- The position may involve working with people with challenging behaviours

## Approval

Michael Kelly

CEO

June 2020

Ideally, a Position Description should be reviewed annually and updated as often as necessary.