



South Australian Public Service
JOB AND PERSON SPECIFICATIONS

1. POSITION IDENTIFICATION

Title of Position : **CORRECTIONAL SERVICES**
Principal Clinician
Classification : **PSO-4** Position No. : **CS1797**
Location : **33 Franklin Street** Division : **Rehabilitation Programs Branch (RPB)**

Reports To : **Manager, Rehabilitation Programs Branch**

Job Status: Ongoing Temporary 1-12 Mths Casual. FTE: 1.0
PSM Act Contract 1-5 Yrs

Financial Delegation: *Indicate level of financial delegation*
Nil

JOB AND PERSON SPECIFICATION APPROVAL


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Chief Executive or Delegate

JOB SPECIFICATION

2. KEY PURPOSE OF THE POSITION

The Principal Clinician is responsible for contributing to the planning, development, implementation and monitoring of a range of effective scientifically based clinical and forensic psychological interventions and assessments. The incumbent is to manage and exercise quality control and coordination of program delivery to prisoners and offenders, with a focus on offending behaviours and on needs that contribute to criminal offending including:

- Planning and implementing specialised treatment programs for prisoners/offenders who have committed sexual and violent offences.
- Assisting in the development of culturally appropriate treatment programs for Aboriginal prisoners/offenders.
- Developing and implementing a clinical supervision framework and effective clinical supervision to RPB staff, to ensure the provision of 'best practice' and comprehensive assessment and specialist interventions.
- Providing expert advice and consultancy to RPB management and the Department's Executive on strategic directions and priorities for RPB services and providing consultancy support for the operational management of prisoners and offenders.

- Ensuring a high quality, cost-effective and customer focused service within an institutional environment and within community corrections, promoting a commitment to service excellence and professionalism amongst staff and ensuring the provision of appropriate training.

3. KEY STAKEHOLDER INTERACTION

The Principal Clinician:

- Reports to the Manager RPB
- Will work in collaboration with the Principal Aboriginal Programs Officer in relation to the provision of culturally competent assessments and clinical interventions for Aboriginal prisoners and offenders
- Will have regular contact and effective working relationships with institution General Managers and Community Corrections Regional Managers.
- The Principal Clinician is part of the Departmental RPB team of psychologists, social workers and Aboriginal Programs Officers, and is professionally responsible to the Manager RPB for the professional intervention services to prisoners/offenders.
- Will develop and implement training of key stakeholders both within the Department, and where appropriate, across Government Departments.
- Will develop and implement a clinical supervision framework to provide clinical supervision and support to RPB clinical staff.

4. BRANCH PROFILE

The Rehabilitation Programs Branch is responsible for the provision of intervention services to incarcerated prisoners and adult offenders placed on community based orders, and whose convictions include offences of a sexual and/or violent nature. It is also responsible for the provision of intervention services to Aboriginal prisoners and offenders.

5. SPECIAL CONDITIONS

- Some out of hours work will be required.
- The position will involve intra-state travel. Interstate travel may also be involved.
- A current South Australian Driver's License is essential.
- The position entails working in a secure environment, which requires regular contact with prisoners.

6. HIGHLIGHTED EMPLOYMENT CONDITIONS

There will be a requirement to understand, observe, conform and adhere to:

- DCS Human Resource policies and guidelines, the Public Sector Management Act general public sector aims and standards, personnel management standards, and

employee conduct standards; as well as the Government and DCS Codes of Conduct and the DCS values system.

- Legislative requirements that apply to the role. This includes but is not limited to the Public Sector Management Act, relevant industrial awards and enterprise agreements, Correctional Services Act, Occ. Health Safety & Welfare Act, Equal Opportunity Act, and the Workers Rehabilitation & Compensation Act.

7. KEY AREAS OF ACCOUNTABILITY

7.1 Support the Manager RPB in providing clinical supervision and leadership within the RPB by:

- Working in close collaboration with the Manager RPB to develop and implement a clinical supervision framework for the RPB clinical staff. The developed framework will ensure the provision of comprehensive assessment and specialist interventions
- Evaluating and strengthening assessment, case management, treatment and Throughcare practice in the delivery of intervention services to prisoners and offenders in the Department's care
- Overseeing comprehensive assessment and specialist I interventions targeting sexual and violence related offending and related problems.

7.2 Assist the Manager RPB in coordination and maintenance of high quality of clinical services within the Department by:

- Providing clinical supervision and support to RPB staff
- Monitoring standards of clinical practice and care, through the implementation of processes for regular case consultation and review
- Contributing to professional development for RPB staff employed by the Department by ensuring staff have access to and utilise appropriate avenues and opportunities for continuing professional development and training, consistent with identified program and service needs

7.3 Contribute to the provision of clinical services to prisoners and offenders by:

- Facilitating the Department's objectives through the ongoing development of specialised treatment programs and initiatives in response to identified needs in the prisoner/offender client base
- Participating in prisoner/offender assessment and treatment provision
- Providing a consultative and advisory function to other Departmental clinical staff

7.4 Contribute to program development by:

- Interpreting existing policy to initiate change in relation to program directives by developing and publishing training packages for the development of clinicians within the RPB and the Department.
- Ensuring that the special needs of Aboriginal Prisoners are met by contributing towards cultural competency training for all RPB staff and by encouraging the development of relevant programs and services
- Maintaining up to date knowledge of developments in the offender treatment literature
- Developing and maintaining close liaison with Universities to contribute to existing research and undertake relevant projects of significant complexity, including conducting applied research for publication in consultation with the Manager RPB and as approved by the Research Management Committee
- Providing advice on design, procedures and implementation of research, and encourage and initiate the publication and presentation of research results and appropriate research papers
- Developing and maintaining a partnership with South Australian Universities relating to student placements and research, ensuring appropriate student supervision
- Encouraging and facilitating the involvement of university staff as appropriate in the planning and development of intervention services in the Department

8. QUALIFICATIONS

- Masters Degree or higher in Clinical or Forensic Psychology, or a Masters Degree in Social Work.
- Registration with or membership of a relevant professional body.

9. PERSON CRITERIA

9.1 Essential Criteria

- Demonstrated knowledge and skills in offender assessment, including the identification of criminogenic needs and the development of treatment recommendations.
- Demonstrated competence in a variety of risk and needs assessment instruments and in the application of treatment methodologies including group-based cognitive behaviour therapy.
- Demonstrated ability to work as a member of a multi-disciplinary team with a committed team-orientated, multi-disciplinary approach to the provision of programs and services
- Demonstrated ability to work with a minimum of direction and to initiate creative and innovative solutions to a range of presenting client problems, whilst maintaining high standards and professionalism in service delivery
- Demonstrated ability to develop links with universities and other relevant agencies

EXPERIENCE

- Proven experience in the management and delivery of clinical and forensic intervention services including clinical assessment procedures and programs of intervention in a culturally and socially diverse organisational environment
- Proven experience in the provision of group-based clinical intervention services to prisoners and offenders who have been convicted of sex offences, and/or offences of a violent nature
- Proven experience in the provision of clinical intervention services to Aboriginal offenders
- Proven experience in clinical supervision of students and clinical staff, including leading and motivating staff to achieve agreed objectives
- Proven experience in accessing a range of resources to facilitate therapeutic interventions with a client population, including designing, implementing and evaluating individual and group treatment programs
- Experience in accessing and co-ordinating a range of resources and multi-disciplinary skills to support clinical interventions and professional development and training programs for clinicians

KNOWLEDGE

- Demonstrated knowledge of psychological principles, practices and models of intervention applicable in a correctional/forensic setting
- Knowledge of Throughcare, Case Management and other concepts and strategies underpinning the delivery of services to prisoners and offenders
- An understanding of the particular needs of Indigenous/Aboriginal prisoners and offenders, and of other Correctional Services special needs clients including those of non-English speaking background
- Knowledge of the Correctional Services Act and other relevant legislation
- Knowledge and understanding of Departmental Core Values (Code of Ethics) and the Employee Conduct Policy

9.2 Desirable Criteria

- Demonstrated advanced skills in different modes of psychological service delivery (eg. group work, relationship counselling, and family therapy)
- Demonstrated skills in working within a Correctional or other institutional environment
- Demonstrated evidence of effective communication/training of psychological knowledge and principles (eg. academic teaching)
- Evidence of self-initiated continuing professional development such as higher qualifications