

POSITION DESCRIPTION

Position:	Redress Counsellor
Location:	Brisbane
Reports to:	Chief Executive Officer
Award:	Social, Community, Home Care & Disability Services Industry Award Level 5.1 – 6.3 depending on qualifications and experience, plus 12% superannuation and salary sacrifice benefits.

ROLE SPECIFICATION
The Organisation Link-Up (Qld) is an organisation committed to the principles and philosophies of community control as the best practice model for improving health and well-being of Aboriginal and Torres Strait Islander peoples. Link Up (Qld) supports the healing journeys of Aboriginal and Torres Strait Islander people who have been separated from their families and communities through forced removal, adoption, fostering or institutionalization. We deliver professional, culturally sensitive and confidential research, reunion and cultural wellbeing services.
Role Purpose Link-Up (Qld) is a National Redress Scheme support service for Queensland. This service provides support to Aboriginal and Torres Strait Islander individuals who have experienced childhood sexual abuse while under the care of an institution. The Redress Counsellor role is to provide trauma informed counselling whilst individuals are engaged with the National Redress Scheme, provide outreach to communities presenting information relevant to the Scheme, provide referrals and support for the application processes. The role is part of a highly motivated team to establish and deliver counselling and support services across Queensland.

Reporting Relationships
The position reports to the Chief Executive Officer.
Objectives of the position
Counselling • Provide individual counselling based on professional principles and evidence base practice; • Support the healing journey of Aboriginal and Torres Strait Islander people who have experienced trauma through lived experiences of child sexual abuse in an institutional setting; • Assist individuals to understand trans-generational trauma brought about by their lived experiences; • Maintain an appropriate client case load; • Refers clients to appropriate agencies as required; • Participate in interagency case management as required; • Advocate on behalf of the client with external agencies or programs; • Conduct outreach as required; • Provide support for clients applying for Redress including the application process; • Prepare necessary documentation and reports as required; • Provide culturally appropriate support, including resources and strategies, to clients; • Keep informed of emerging issues for clients regarding Redress; • Stay current with the latest trauma informed approaches; • Work with other Link-Up (Qld) team members and other program areas as required; • Attend regular external professional supervision. Administration • Manage initial enquiry and support client with application; • Complete application process and upload all documentation and data on Foxtrot database and Data Exchange System (DEX); • Maintain accurate case notes. Ensure notes are entered into electronic client record systems which includes Foxtrot and DEX; • Ensure confidentiality of client information, secure management of all program files and compliance with applicable privacy legislation and policies; • Establish and update a referral list of relevant health and social support professionals; • Periodically assess service and client needs and capacity to shape continuous improvement; • Develop and maintain networks with relevant agencies. Self- Management & Team Contribution • Contribute to team performance and compliance with Link-Up (Qld) Plans, Policies and Procedures. • Participate in regular supervision meetings with manager;

• Display behaviour in alignment with the organisation's values and vision; • Participate in Performance Review process; • Contribute to effective team performance and attend team meetings; • Attend relevant training; • Accept external professional supervision and participating in debriefing sessions; • Comply with Link-Up (Qld)'s Policies and Procedures; • Follow all safety procedures and contribute to a safe work environment. Develop and Maintain Linkages • Work to ensure effective case management consultation with relevant team members at Link-Up (Qld) and other stakeholders; • Work to foster productive relationships with all staff at Link-Up (Qld); • Work to foster productive working relationships with other stakeholders.	
<i>Please note that the duties outlined in this position description are not exhaustive, and only an indication of the work of the role. Link-Up (Qld) can direct you to carry out duties which it considers are within your level of skill, competence and training to meet business needs.</i>	
PERSON SPECIFICATION	
Required Qualifications	
The minimum qualification is a Diploma of Counselling. Formal tertiary or vocational qualifications in narrative therapy, mental health, psychology, social work or in a related area is desirable.	
Essential Selection Criteria	
• Demonstrated understanding of the history and impacts of the forcible removal of Aboriginal and Torres Strait Islander children, and knowledge of the social and emotional wellbeing needs of Aboriginal and Torres Strait Islander people; • Demonstrated understanding of the National Redress Scheme; • Demonstrated understanding of the nature of enduring trauma arising from experiences of childhood sexual abuse in an institutional setting and complex trauma; • Demonstrated ability to work in a culturally sensitive environment; • Demonstrated ability to lead and work collaboratively within a team to deliver the key requirements and objectives of the program; • Demonstrated organisational and time management skills and the ability to manage competing priorities; • Demonstrated competence in the use of technology including internet, desktop applications and database packages; • Ability to provide outreach services and regular travel; • Willingness to undertake a National Police Check; • Eligible for Blue Card; • Must hold a current Open driver's licence.	

