



JOB AND PERSON SPECIFICATION

Title of Position : Senior Clinician, Mirnu Unit 2	CORRECTIONAL SERVICES
Classification : AHP3	Position No:
Location : Yatala Labour Prison (Northfield)	Division : Offender Development
Reports To : Mirnu Unit 2 Manager	

JOB AND PERSON SPECIFICATION APPROVAL

.....17/04/2026

Chief Executive or Delegate

JOB SPECIFICATION

KEY PURPOSE OF THE POSITION

The Senior Clinician, Mirnu Unit 2 is responsible to the Manager Mirnu Unit 2 Correctional Treatment Unit, Rehabilitation Program Branch for the provision of high-quality intervention services to adult offenders and prisoners within the Mirnu Unit 2 Correctional Treatment Unit (CTU) at Yatala Labour Prison. Mirnu Unit 2 operates as a correctional Therapeutic Community, providing intensive, structured interventions for high-risk offenders, including those subject to Interim Supervision Orders (ISOs), Extended Supervision Orders (ESOs), Parole Orders, or other community-based orders while in custody. The Therapeutic Community model supports behaviour change through a pro-social, recovery-oriented environment where prisoners and staff work collaboratively to promote accountability, engagement in treatment, and rehabilitation.

This role involves delivering therapeutic interventions within this structured community in a busy custodial environment, balancing program delivery with the operational requirements of the correctional facility.

Mirnu Unit 2 also delivers a range of therapeutic and criminogenic programs targeting key needs, including general offending, domestic violence, and general violence. Programs are designed to promote peer support, structured routines, and therapeutic engagement, helping to reduce the risk of reoffending.

KEY STAKEHOLDER INTERACTION

The position will report to the Manager Mirnu 2 Correctional Treatment Unit, Rehabilitation Program Branch. The position will interact with key stakeholders within the Criminal Justice System but in particular DCS staff, (such as Case Managers and Unit Managers), the Parole Board, Prosecution Services and SAPOL, legal practitioners, defendants, non-government organisations and members of the public.

The role will also work collaboratively with custodial and rehabilitation staff to support the effective operation of the Therapeutic Community environment within Mirnu Unit 2.

BRANCH PROFILE

The Rehabilitation Programs Branch sits within Offender Rehabilitation Services which consists of the following discreet multi-disciplinary units:

- The Rehabilitation Programs Branch
- The Program Services Unit
- The Volunteer Unit
- Prison Education and Training Team
- The Cross Borders Indigenous Family Violence Program
- Prison Chaplaincy Services

The Rehabilitation Programs Branch provides, group-based and individual offence-focused rehabilitation intervention. The team also provide training and oversight for community and custodial-based generalised offending program delivered across the state.

SPECIAL CONDITIONS

- Section 47 of the Public Sector Act 2009 applies in conjunction with other provisions of the act and other applicable industrial entitlements.
- The incumbent is required to satisfactorily complete a National Criminal History Check;
- A current South Australian Driver's Licence is essential;
- A flexible approach to working hours is required;
- The incumbent is required to provide a copy of their relevant tertiary qualifications.

HIGHLIGHTED EMPLOYMENT CONDITIONS

A requirement to understand, observe, conform and adhere to:

- Legislative requirements that apply to the role. This includes, but is not limited to, the Public Sector Act; Correctional Services Act, Work Health & Safety Act, Return to Work Act, Equal Opportunity Act, Independent Commissioner Against Corruption Act, the State Records Act, and various relevant industrial awards and enterprise agreements. The Public Sector Principles and Practices including the SA Public Sector Code of Ethics, the Professional Conduct Standards, the Commissioner's Determinations and Guidelines, Information Privacy Principles, Information Sharing Guidelines, DCS Human Resource policies and guidelines and DCS Core Values.
- DCS employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.
- Work health and safety and injury management requirements as set out in relevant legislation, Public Sector and DCS policies and procedures, including complying with any reasonable instruction associated with these documents.

KEY AREAS OF ACCOUNTABILITYAssessment and Therapeutic Intervention:

- Lead and oversee the delivery of evidence-based, trauma-informed therapeutic interventions to prisoners/offenders using evidence-based treatment approaches within a structured Therapeutic Community environment.
- Provide culturally responsive and adaptable interventions, including working effectively with Aboriginal prisoners/offenders and individuals with diverse responsivity needs, e.g., cognitive impairment.
- Conduct specialised assessments to identify criminogenic needs and inform treatment planning, clinical formulation, and self-management strategies.
- Facilitate therapeutic group and individual rehabilitation programs using evidence-based approaches consistent with Therapeutic Community principles, providing senior guidance to program staff
- Contribute to the development and implementation of innovative rehabilitation programs that support the objectives of Mirnu Unit 2 and aim to reduce reoffending within a Throughcare framework.
- Support effective transition to the community by liaising with Community Corrections and service

providers to ensure clear handover of treatment needs and risk factors.

Prisoner / Offender Management:

- Contribute to collaborative, end-to-end case management, including assessment, planning, and post-release support (e.g., housing, identification, and community referrals) to reduce re-offending and support successful reintegration.
- Provide senior advice and leadership in the delivery and ongoing development of case management practices within the service.
- Contribute to the assessment of prisoner/offender risk and needs as part of the case management process.
- Provide specialist advice and support to case management staff, including participating in case reviews, contributing to the Serious Offender Committee, and delivering training and senior guidance where required.
- Assist in the development of behaviour management programs and protocols within Mirnu Unit 2 that support the structure and expectations of the Therapeutic Community model providing oversight and direction to staff.
- Work collaboratively with staff to develop and deliver therapeutic and offender development programs that respond to the needs of prisoners/offenders and support a safe, structured Therapeutic Community environment.

Program Development:

- Contribute to the review, development, and evaluation of rehabilitation programs, including programs designed for specific cohorts such as Aboriginal prisoners/offenders.
- Support culturally appropriate service delivery for Aboriginal prisoners/offenders, working in close collaboration with Aboriginal Services staff.
- Maintain up-to-date knowledge of research, therapeutic interventions, and best practice in offender rehabilitation, providing senior advice on program strategy and implementation.
- Identify capability gaps and lead training and the development of departmental staff.
- Participate in working parties and other projects related to program development

Professional Development and Clinical Supervision:

- Undertake ongoing professional development to support continuous learning and professional growth.
- Contribute to research and specialised initiatives aimed at improving the effectiveness of programs within the Directorate including Therapeutic Community-based rehabilitation approaches.
- Provide clinical leadership, professional supervision, mentoring, and training to staff within the Mirnu Unit 2 team, the Rehabilitation Programs Branch, and across the Department (as required).

Administration:

- Maintain accurate and high-quality client records, including documenting program delivery and outcomes.
- Prepare comprehensive post-treatment reports following a prisoner/offender's participation in Mirnu Unit 2.
- Maintain accurate records of program attendance and participation.
- Take reasonable care for personal health and safety, and ensure actions do not adversely affect the health and safety of others.
- Review and quality-check reports prepared by staff members, ensuring accuracy, consistency, and adherence to program and organisational standards, and providing constructive feedback where required.
- Work effectively within a multidisciplinary team in a custodial environment and contribute to maintaining the integrity of the Therapeutic Community setting, providing leadership and guidance to staff.
- Promptly identify and report workplace hazards, incidents, and injuries.

QUALIFICATIONS

Essential: Appropriate degree or equivalent qualification which entitles full registration with the Psychology Board of Australia, **OR** A degree in Social Work (eligible for registration with the AASW) and relevant training and experience in conducting comprehensive forensic assessment and intervention

Desirable: Evidence of self-initiated continuing professional development such as higher qualifications.

PERSONAL CRITERIA**Essential Criteria**

- Demonstrated ability to apply a high level of clinical judgement and to prepare and present reports relating to the outcomes of criminogenic needs assessments and therapeutic interventions
- Demonstrated ability to work effectively with culturally diverse prisoners/offenders, including the ability to apply culturally responsive frameworks to guide intervention.
- Knowledge of, and demonstrated ability to lead and apply, a range of evidence-based treatment approaches in custodial and forensic settings with prisoners/offenders presenting with issues such as substance misuse, trauma, domestic and family violence, generalised violence, mental health problems (including personality disorders and mental illness), suicidal ideation/behaviour, self-harm, and behavioural problems.
- Demonstrated ability to integrate contemporary offender rehabilitation theory and clinical practice to support the rehabilitation of offenders through therapeutic group work, including a sound understanding of engagement strategies and managing resistance.
- Demonstrated knowledge of principles, practices and models of intervention and oversight of integrated end-to-end case management applicable within a correctional setting.
- Demonstrated ability to administer psychometric assessments and undertake specialised forensic and clinical assessments.
- Demonstrated ability to apply clinical formulation to guide the delivery of intensive therapeutic interventions.
- Demonstrated theoretical understanding of Therapeutic Community frameworks and their role in offender rehabilitation.
- Demonstrated ability to work with minimal supervision and to communicate effectively and collaborate as part of a multidisciplinary team, including contributing to the development of innovative intervention programs.
- Demonstrated ability to provide professional clinical supervision, training, and mentorship to clinical/program staff.
- Proven ability to access and utilise a range of resources to support therapeutic interventions with offender populations, and to communicate clearly both verbally and in writing.
- Knowledge and understanding of Departmental Core Values (Code of Ethics) and the Employee Conduct Policy.
- Knowledge of the Australian Association of Social Workers' Codes of Ethics, and an understanding of their application to professional practice in a correctional context.

Desirable Criteria

- Demonstrated experience in working within therapeutic Correctional Treatment Units;
- General knowledge of personnel management principles under the Public Sector Act, Work Health & Safety Act, and the Equal Opportunity Act.
- General knowledge of DCS organisational structure and the South Australian Justice system.