

JOB AND PERSON SPECIFICATION

Title of Position : Rehabilitation Clinician Mirnu Unit 2
Classification : PO2

CORRECTIONAL SERVICES
Position No:

Location : Yatala Labour Prison (Northfield)
Reports To : Mirnu Unit 2 Manager

Division : Offender Development

JOB AND PERSON SPECIFICATION APPROVAL

R. Brown
.....17.../..04.../ 2026
Chief Executive or Delegate

JOB SPECIFICATION

KEY PURPOSE OF THE POSITION

The Rehabilitation 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:

- Deliver evidence-based, trauma-informed therapeutic interventions to prisoners/offenders within a structured Therapeutic Community environment, under appropriate professional supervision.
- Provide culturally responsive and adaptable interventions, including working effectively with Aboriginal prisoners/offenders and individuals with diverse responsivity needs, e.g., cognitive impairment.
- Conduct and contribute to clinical and criminogenic needs assessments, including risk assessment, formulation, and treatment planning, consistent with professional standards and guidelines.
- Facilitate therapeutic group and individual rehabilitation programs using evidence-based psychological and social work approaches consistent with Therapeutic Community principles.
- Contribute to rehabilitation program delivery and adapt interventions based on individual responsivity and risk/need factors.
- Support prisoners/offenders transitioning to the community by liaising with Community Corrections and relevant service providers to support continuity of care.

Prisoner / Offender Management:

- Contribute to collaborative, case management processes, including assessment, planning, and post-release support (e.g., housing, identification, and community referrals) to reduce re-offending and support successful reintegration.
- Apply professional judgement in contributing to case management decisions within established frameworks.
- Contribute to the assessment of prisoner/offender risk and needs as part of the case management process.
- Participate in case reviews and multidisciplinary discussions regarding prisoner/offender management.
- Assist in implementing behaviour management strategies within Mirnu Unit 2 that support the structure and expectations of the Therapeutic Community model.
- Work collaboratively with staff to 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, and evaluation of rehabilitation programs 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 knowledge of research, therapeutic interventions, and best practice in offender rehabilitation and apply this knowledge in practice.
- Participate in training opportunities and contribute to knowledge sharing within the team.
- Provide input into program improvements based on practice experience and client outcomes.

Professional Development and Clinical Supervision:

- Undertake ongoing professional development to support continuous learning and professional growth.
- Apply reflective practice to improve service delivery and professional capability.
- Participate in professional supervision and mentoring processes.

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.
- Work effectively within a multidisciplinary team in a custodial environment and contribute to maintaining the integrity of the Therapeutic Community setting.
- Promptly identify and report workplace hazards, incidents, and injuries.
- Ensure documentation complies with organisational, legal, and professional requirements.

QUALIFICATIONS

Essential: Appropriate degree level tertiary qualifications in community services, sociology, criminology, justice, correctional practice, social sciences, human services, health or related field.

PERSONAL CRITERIA**Essential Criteria**

- Demonstrated ability to apply sound 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.
- Knowledge of evidence-based treatment approaches in custodial and forensic settings.
- Demonstrated ability to apply offender rehabilitation theory into practice, including therapeutic group work and engagement strategies.
- Demonstrated knowledge of case management principles and practices within a correctional setting.
- Demonstrated ability to administer psychometric assessments and undertake clinical and criminogenic needs assessments, contributing to clinical formulation.
- Demonstrated theoretical understanding of Therapeutic Community frameworks and their role in offender rehabilitation.
- Demonstrated ability to work under general direction while exercising professional judgement.
- Demonstrated effective communication and collaboration skills within a multidisciplinary team.
- Demonstrated commitment to ongoing professional development and continuous improvement.
- Knowledge and understanding of Departmental Core Values (Code of Ethics) and the Employee Conduct Policy.

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.