

Role Description



Role title:	Classification:
Senior Family Violence Clinician, KIND	AHP3
Division/Business unit:	Reports to:
Community and Aboriginal Partnerships / Youth Justice and Inclusion Support / Youth Justice Therapeutic Services	Clinical Manager, KIND

Role purpose:

The Senior Family Violence Clinician, Kinship, Improving Relationships, No Violence, Developing Skills (KIND), is a role within Youth Justice Therapeutic Services and is accountable to the Clinical Manager, KIND, for:

- Providing tailored and individualised therapeutic intervention to complex young people who perpetrate violence through online coercion and within their family and interpersonal relationships and supporting victims of this violence through delivering therapeutic intervention in a one-to-one capacity, including guardians, partners and kinship.
- Collating business intelligence relating to program delivery and assisting in the evaluation of intervention outcomes and in the development of future recommendations.
- Contributing to practice improvement and service development across the Youth Justice and Inclusion Support directorate and the broader Department around adolescent family violence.
- Enhancing team capacity and providing support and guidance to KIND Clinicians to support continuous improvement and development.

Key outcomes and accountabilities:

1. Conduct effective and efficient clinical risk assessments and complex case conceptualisation for young people referred to the KIND program and their families, and deliver competent clinical therapeutic intervention strategies.
2. Establish and maintain strong and effective working relationships and networks with internal and external stakeholders including Community Youth Justice, Safer Family Services, CAMHS, SAPOL, the Department of Child Protection and various NGO services.
3. Work in a culturally appropriate manner engaging with community, kin and family to ensure the cultural safety of Aboriginal or Torres Strait Islander young people and those from culturally and linguistically diverse communities.
4. Document, interpret and integrate client information and service delivery data to monitor and contribute to the evaluation of therapeutic interventions and for data collection, in addition to supporting program development, evaluation and practice.
5. Provide specialist advice, assistance, training and consultancy services to key stakeholders within Youth Justice and Inclusion Support, and with partner organisations regarding adolescent family violence, to promote the KIND program and intervention strategies.
6. Provide clinical supervision to KIND clinicians and allied health students within KIND as required.

Note: Any other responsibilities in line with the classification level of the role as assigned by Line Manager and/or the Department. The responsibilities as specified above may be altered in accordance with the changing requirements of the role.

Special conditions:

- Prior to being employed, the successful applicant will be required to obtain a National Police Check if new to the Department and a satisfactory Employment-related Screening Check where this is required for the role.
- Successful applicant will be required to satisfactorily complete and hold a Department of Human Services (DHS) Working with Children Check (WWCC) prior to being employed
- Must hold a current Australian issued Driver's Licence (equivalent to minimum class 'C' – South Australian), which must be maintained. Incumbent must be willing and able to drive all government vehicles within their licence classification during the course of their duties.
- Successful applicant will be required to provide evidence of completion of the Child Safe Environments for Children and Young People full day training course or evidence of enrolment.
- Some out of hours work, and inter/intra-state travel involving overnight absences, may be required.

Key Relationships/Interactions:

- Clinical Manager, KIND (line manager)
- Principal Psychologist, Youth Justice Therapeutic Services
- KIND clinicians and program staff
- Youth Justice and Inclusion Support staff
- Broader DHS services including ENU, Safer Family Services and ISP
- Partner agencies of Youth Justice including CAMHS, Department for Child Protection and Department of Education, Department of Health and SAPOL.
- Other government and non-government organisations, including the academic sector.

Budget/Delegations:

No Budget or delegation accountabilities for this role.

DHS expectations and values: (Organisational contribution)

- Understand and follow workplace safety initiatives, identify hazards and contribute to a safe working environment, as well as follow procedures to manage and minimise risks within DHS.
- Follow the principles of a sustainable working environment by following departmental greening initiatives.
- Model ethical behaviour and practices consistent with the SA Government Code of Ethics for Public Sector Employees, Values and DHS Working with Children and Young People Code of Conduct.
- Understand and follow the principles and practices of the Information Sharing Guidelines for Promoting Safety and Wellbeing (ISG) and the DHS Appendix to the ISG to facilitate appropriate information sharing practice within the context of this department.
- Treat all individuals with fairness and respect, regardless of their race, culture, language, gender (including gender diversity), religion, sexuality, ability, or age.
- Promote and maintain inclusive workplaces that embrace diversity and actively support difference.
- Demonstrate zero tolerance for discrimination, harassment, or disrespectful behaviour towards or by clients, colleagues, contractors, or stakeholders.

Role specific capabilities: (Skills, experience, knowledge, attributes)

1. **Knowledge of Adolescent Family Violence** – Demonstrated knowledge of the relevant and appropriate theories of adolescent family violence and related interventions, in the context of trauma informed practice and the complexities of intergenerational family violence. Demonstrated understanding of factors that may place young people at risk of perpetrating family violence, including mental health, drug and alcohol abuse, intellectual and other disabilities, family system factors and intergenerational abuse.
2. **Clinical Leadership** – Experience in providing clinical leadership, fostering professional development and identifying and meeting training needs through the delivery of training to a range of audiences as required, and provide regular clinical supervision to staff and students as required.
3. **Case Conceptualisation and Therapeutic Interventions** – High level understanding of evidence-based therapeutic interventions, and significant experience in planning, developing, implementing and evaluating therapeutic interventions aimed at meeting the needs of young people and their families.
4. **Knowledge of Child and Adolescent Practice** – Demonstrate knowledge of the relevant and appropriate theories for working with young people including attachment theory, ecological systems theory, family systems and social modelling.
5. **Relationship and Partnerships** – Ability to develop and maintain productive working relationships with internal and external stakeholders and clients, and lead partnering initiatives to involve clients and stakeholders in local initiatives.
6. **Aboriginal Cultural Knowledge Base** – Demonstrated knowledge and understanding of the political, historical and socio-economic circumstances that have affected Aboriginal people, their culture and communities, as well as contemporary and emerging issues of significance.

Qualifications:**Essential:**

- Appropriate degree or equivalent qualification which entitles registration with the Psychology Board of Australia; or
- Appropriate degree or equivalent qualification which gives eligibility for full membership of the Australian Association of Social Workers.
- Training in family therapy, therapeutic modalities, case conceptualisation and/or crisis intervention.

Desirable:

- Experience working with adolescents and families.

Key leadership competencies and expected behaviors at this classification:

Understands strategic direction

- Understands the shared vision for the business unit (BU).
- Understands purpose and expectations, and strives to reach collective goals.
- Considers multiple perspectives and organisational context of their role.
- Maintains a continuous learning approach and adapts to changes.
- Solves ad hoc problems; evaluates alternative solutions and makes recommendations.

Addresses clients' needs

- Delivers results and improvements to meet agreed outcomes of their role.
- Positions own role and skill development to meet the needs of the team.
- Makes effective and well-informed decisions about routine issues affecting the team and individual role.
- Abides by the laws, regulations and policies that apply to their role.
- Holds self-accountable for achieving outcomes and communicates progress with manager.
- Monitors and acts on feedback to improve own performance.
- Builds technical knowledge in own role to support organisational objectives.

Contributes to service delivery excellence

- Takes accountability for delivering assigned objectives.
- Gathers and investigates information from diverse sources to keep abreast of new developments and changes in the SA public sector environment.
- Provides ongoing feedback to others.
- Seeks out and participates in learning opportunities that will help meet agreed performance standards.
- Strives to deliver excellent customer service by understanding needs.
- Manages time and other resources effectively.

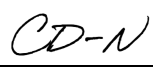

Engages in positive working relationships

- Acts professionally within the boundaries of the organisation.
- Conveys facts, concepts and technical information adapting communication style to meet the audience.
- Listens to different ideas and discusses issues with consideration and care.
- Readily shares information and promotes a friendly, inclusive environment.
- Participates in professional networks and forums with team members, stakeholders and clients.
- Responds appropriately to others in an open and honest manner.

Demonstrates personal drive and professionalism

- Behaves consistently with the principles, values and ethics of the organisation.
- Acts confidently when providing advice and information; acknowledges mistakes and learns from them.
- Remains positive and focused on achieving objectives in difficult circumstances.
- Seeks opportunities to build knowledge, skills and self-awareness.
- Understands, values and responds to diversity, and treats people with respect.
- Looks after own health, safety and wellbeing, and raises concerns where necessary.

Approval:

Assessed by: Claudia Dalle-Nogare, HR Business Partner		Date: 19/05/2026
Approved by: Mellanie Fernandez, Director, Youth Justice and Inclusion Support		Date: 26 /05/2026