



bloom
well-being

Position Description

Position Title	Therapist
Position Reports to	Senior Clinical Lead - Patti Dainton
Direct Reports	Nil
Mandatory Qualifications	Tertiary Qualifications in Social Work (AMHSW), Occupational Therapy (MHOT), Psychology or relevant degree
Desired Qualifications	EMDR Level 1 + 2
Mandatory Experience	Demonstrated experience in the provision of individual mental health assessment and treatment
Desired Experience	Experience providing specialist trauma therapy (eg: family violence and/or sexual assault), experience working with children and families, experience delivering therapeutic groups.
Classification	Health Professional And Support Services Award - Health Professional Employee Level 3, Pay Point 5
Location	42 Albert Street Creswick
Employment Type	Full-time desirable, however, negotiable
Mandatory compliance requirements	<ul style="list-style-type: none">- Victorian Working with Childrens Check- Satisfactory National and International (if required) Police Check- Proof of right to work in Australia- Current Victorian Drivers License- Current registration with relevant peak body (AASW)- Compliance with Child Safe Standards
Prepared	June 2023

This position description must be read in conjunction with Bloom Well-being Code of Conduct, Policies and Procedures and appropriate standards and regulations relevant to operations.

Our Vision

To walk alongside those who experience trauma, and support them as they shift from surviving to thriving.

Our Values

Relational - We acknowledge that therapeutic relationships, like relationships generally, are formed on a basis of mutual respect, trust and kindness. We are genuine and passionate to ensure that everyone we interact with feels valued and cared for, especially the clients we are in service of.

Nurture - We value offering a warm physical environment with the intention of allowing people to press pause on their often busy and stressful lives, to truly “arrive” and be present. This includes going above and beyond in our model of care.

Compassion - We hold our acknowledgement of the patriarchal systems and society that we exist within at the forefront of what we do, which allows us to extend compassion to those facing these systems.

Hope - We hold the hope for our clients, even when they aren’t able to hold it for themselves, because we understand the impacts of trauma/abuse but equally acknowledge the positive impact of specialist trauma-informed therapy.

Our History

Bloom Well-being, or *Bloom* (for short), was birthed into this world with passion and an intention to provide meaningful, person-centred, holistic, short and longer-term psychotherapy. Bloom offers a nurturing and compassionate approach to standard therapy by providing therapeutic support to children, adolescents and adults. We offer a safe, inclusive, non-judgmental space to address challenges, concerns and life traumas. We walk alongside you and hold your voice as the expert of your story. We acknowledge that we won’t walk this journey with you forever, so we offer practical tools and strategies, (as appropriate), that you can take with you wherever you go.

Job Purpose

Your primary responsibility is to provide therapeutic interventions for individuals, groups or families, by assessing, treating and supporting them. This includes

referring clients to specialists, monitoring their progress and creating a comfortable environment for them to be treated.

Inherent requirements of the role (Responsibilities)

- Create a comfortable and welcoming environment for clients
- Assess a wide range of clients including children, adolescents and adults
- Facilitate sessions with individuals, groups or families
- Create a treatment plan for clients based on the needs of the individual
- Monitor progress of clients making adjustments to the treatment plan as required
- Refer patients to other healthcare professionals if required
- Identify any risks to clients, family or team members' safety and respond appropriately
- Alert the Director of any concerns identified through client interactions
- Maintain privacy and commitment to confidentiality at all times
- Always represent Bloom Well-being in a professional manner, whether at work or in a social setting

Work Health & Safety (WH&S)

You have a responsibility to:

- Promote and practice safe work habits, identifying and resolving potential hazards operating in a safe manner at all times.
- Take reasonable care to ensure your own safety and health, and that of others, and to abide by your duty of care provided for in the legislation. This includes not placing others at risk by any act or omission.
- Comply with instructions given for your own safety and health and that of others, in adhering to safe work procedures.
- Report any injury, hazard, near miss or illness immediately, to the Director, including following the WH&S policy and incident reporting process.

Required Capabilities: Personal attributes

Client focus

- Committed to delivering high quality outcomes for clients - eg: friendly and approachable manner

- Actively seeks to meet client needs and seeks ways to improve services - eg: genuine empathy and interest in their needs

Professionalism

- Committed to professional presentation - eg: always friendly, courteous, and positively represents the business always
- Committed to exceptional communication skills - eg: communicates effectively with a wide range of people and evidences well developed interpersonal skills.

Teamwork

- Cooperates and works well with others in the pursuit of team goals
- Collaborates and shares information
- Shows consideration, concern and respect for others feelings and ideas
- Accommodates and works well with various working styles
- Works effectively and efficiently both independently and with fellow team members

Resilience

- Perseveres to achieve goals, despite obstacles or unforeseen challenges as they arise and remains calm and in control under pressure
- Copes effectively with setbacks and disappointments
- Accepts constructive feedback in an objective manner without becoming defensive
- Understands change and adapts to changing environments without sustained disruptions
- Effectively and efficiently plans and organises daily diary appointments
- Accuracy and attention to detail; performing tasks in an accurate manner, checking and double-checking

Integrity

- Operates in a manner that is consistent with Bloom Well-being codes of conduct and values
- Inspires trust by treating all individuals with kindness and fairness

Empathy & Cultural Awareness

- Communicates well with, relates to and understands concerns from the perspective of people from diverse cultural backgrounds
- Pays attention to words, expressions and body language, and consequently responds in a way that best meets the needs of the individual they're communicating with.

Growth mindset

- Seeks to improve others skills and talents by providing constructive feedback, and training opportunities
- Appropriately delegates responsibilities to support the development of others and empowers them by supporting them to accomplish tasks

Key Selection Criteria

- An undergraduate degree (eg: Social Work), with eligibility for membership of the relevant association (eg: Australian Association of Social Workers)
- A minimum of two years therapeutic experience
- Eligibility for Medicare provider number / Health fund rebates.
- Demonstrated ability to accept responsibility and work with limited direction
- Demonstrated ability to work as a member of a small team and experience working autonomously
- Demonstrated ability to monitor, evaluate and modify own performance.
- Basic computer skills such as word processing (MS Office)
- Knowledge of Victorian Mandatory Reporting requirements and confidentiality with client information
- Experience in remaining calm and professional when dealing with and containing stressed or anxious clients
- Well-developed verbal skills with the ability to communicate with a wide range of people and build rapport
- Well-developed literacy and numeracy skills; the ability to accurately read, write, count and perform mathematical calculations
- The ability to work in a fast paced, deadline driven environment while organising and managing your time effectively and remain calm under pressure.
- High attention to detail and an eye for accuracy

This position description is not exhaustive. You may be expected to undertake other relevant duties and responsibilities as reasonably required in the best interests of Bloom Well-being, even if inconsistent with the nature of the above-mentioned duties.

Employee Signature:

Date:

Manager Signature:

Date: _____