

**POSITION DESCRIPTION – Family Therapist****Part 1 – Expectations for Your Role**

Position	Family Therapist
Service / Program	Bounceback – Epping
Industrial Instrument	Dependent on candidate
Instrument Classification	Dependent on candidate
Reports to	Senior Clinical Coordinator
Effective Date	October 2025

Key Deliverables

- Deliver evidence-based, therapeutic interventions to young people, their identified family/carer and others in their support network, including dyadic and family systems work.
- Undertake case formulation, risk assessment, case coordination and treatment for young people and families who present with complex and chronic mental health issues.
- Participate in team meetings, clinical review meetings, professional development, and program planning as required.
- Complete all organisational accountability and reporting requirements in an accurate and timely manner.

Skills

- **Interpersonal Skills:** Strong communication skills (verbal and written), non-judgemental and client focused, proven ability to build effective relationships and communicate with a diverse range of people both internal and external.
- **Engagement:** Effective in engaging young people, their identified support network and stakeholders to achieve goals.
- **Problem-Solving:** Seeks diverse information and adaptive approach to problem-solving.
- **Self-Improvement:** Open to feedback and self-care for personal growth, self-aware and reflective.
- **Compassion:** Promotes hope, optimism, and compassion.
- **Teamwork:** Collaborative, inclusive and flexible team player.
- **Autonomy:** Works well individually, proactive and self-motivated in learning and help-seeking.
- **Cultural Competence:** Values and engages authentically with diverse backgrounds and seek support from appropriate team members as needed.
- **Lived Experience:** Values lived experience and works collaboratively with LLE colleagues.
- **Technical Skills:** Sound clinical expertise and assessment skills, and a confident decision maker.
- **Accountability:** Deliver services within the relevant legislative and regulatory framework and in accordance with sound business/service management practice.
- **Organisational Skills:** Strong administrative, time management and organisational abilities; including ability to pivot between varying tasks including leadership meetings, staff supervisions and client work daily.

Experience and Knowledge

- Demonstrated experience in working clinically with young people, and their identified support network, in the context of severe mental health issues, including case management and delivering evidence-based therapeutic interventions.
- Experience of working in an interdisciplinary team and collaborative practice model.

**Qualification/Registrations/Licences (*Mandatory only*)**

- A qualified and registered Occupational Therapist, Psychologist, Mental Health Nurse, Social Worker, or related discipline.
- Eligibility for membership in qualified field.
- Criminal History Check and Working with Children's Check.
- Current state-based driver's license.

Physical Requirements

- **Office Environment:** Ability to sit for extended periods and use office equipment.
- **Data Entry:** Capability to type and handle administrative tasks.
- **Office Mobility:** Ability to move around the office and attend meetings.
- **Light Lifting:** Ability to lift and carry up to 5 kg (e.g., laptops or office supplies).
- **Visual & Auditory:** Ability to read documents and communicate effectively in person and via phone/video.
- **Travel:** Ability to travel locally to deliver support to young people and their identified family and carers.

**POSITION DESCRIPTION - Employee****Part 2 – Expectations for Our Team**

At Each, we are committed to improving lives and strengthening communities through a range of health, disability, housing, counselling, and mental health services. With a dedicated team of over 1,500 employees and 250 volunteers, we aim to create a positive impact, empowering individuals to live healthier, happier lives.

Our vision is for everyone to live well, and we strive for a healthier, more equitable future through innovation, advocacy, and community engagement.

We care. We listen. We learn. We deliver. Altogether better care.

Expectation of Employees

Employees are expected to work collaboratively with team members and other Directorates, contributing to both individual and community outcomes. They must model Each's values, ensuring an inclusive, safe, and engaging culture.

Employee Responsibilities

An Each employee is responsible for:

- Ensure quality, safety, and risk management to protect staff, customers, and the community.
- Collaborate with team members and stakeholders to achieve positive outcomes.
- Create a safe, respectful environment that fosters growth, learning, and wellbeing.
- Track progress and outcomes to meet Each's goals and performance targets.
- Work within professional boundaries and program guidelines.
- Demonstrate leadership behaviours and serve as an ambassador of Each.

Quality

Employees must engage in continuous improvement, comply with legislation and accreditation standards, and maintain the necessary skills and knowledge for their role.

Safety & Wellbeing

All Each employees are responsible for their own health and safety, as well as that of others, in line with OH&S legislation and Each's policies.

Child Safe Commitment

Each is dedicated to creating a child-safe environment, with zero tolerance for child abuse. Everyone is responsible for protecting and reporting any suspected child abuse, ensuring the safety and well-being of children involved with Each.

Inclusion and Diversity Commitment

Each is dedicated to an inclusive and diverse workplace where everyone is valued and respected. All staff are expected to promote inclusivity, embrace diversity, and foster a collaborative environment, ensuring a safe and supportive workplace for all.

Key Selection Criteria**Skills & Behaviours**

- Adhere to Each's Behavioural and Performance Standards.
- Strong communication and interpersonal skills for building relationships.
- Collaborative team player with a positive attitude.

Desirable Experience, Knowledge, and Qualifications

- Relevant tertiary qualifications.
- Proven collaborative teamwork skills.



- Understanding of the Not-For-Profit and Health sectors.

Mandatory Competencies/Licences

- Criminal History Check and Employee Working with Children Check (as required).
- National Worker Screening Check (if required for the role).
- Entitlement to work in Australia

Expected Behaviours for all Each Staff

- Act in accordance with Each's Code of Conduct, policies, and service principles.
- Respond to family violence risk in line with the MARAM Framework.
- Promote a safety-first culture and adhere to health and safety policies.
- Ensure Each Great Care is put through its PACES (Person-Centered, Accessible, Connected, Effective and Safe).
- Support a zero-tolerance stance on abuse, neglect, and discrimination.
- Foster an inclusive, collaborative work environment, prioritizing customer needs.
- Contribute to teamwork, innovation, and continuous improvement.
- Engage in continuous learning and complete all mandatory training on time.