

POSITION: Therapeutic Practitioner – Youth Housing Initiative
REPORTS TO: YHI Operations Manager
DATE CREATED: January 2025
LOCATION: Primarily Whyndam Area, and other Western Melbourne Metro

ORGANISATIONAL ENVIRONMENT

MCM (Melbourne City Mission) is a leading community services organisation that innovatively works alongside thousands of Victorians and their communities to overcome barriers experienced through Homelessness, Early Years, Disability, Palliative care, Early Childhood Intervention Services and Education.

With deep experience working with communities experiencing disadvantage, MCM advocates for systemic change, working across all sectors to sustainably disrupt such disadvantage.

Since 1854, MCM has been striving for those experiencing disadvantage to live their life, their way.

JOB CONTEXT

The Youth Housing Initiative (YHI) is an innovative four-year pilot program based predominantly in the Wyndham area that seeks to fill a specific gap by providing longer term housing and integrated support, for young people with medium to high needs.

The program reflects MCM's Core Values, which are, Together, Accountable, Courageous, Curious and Open. The service delivery is founded on the organisations Healing Oriented Framework (HOF) and places healing at the centre, understanding individuals within the context of their lives and the systems they live within and are impacted by.

There are three key elements that create the foundation of the program;

- * Longer term housing, with a housing first approach, we are implementing a program that is evidenced based and understands that when a person has access to stable housing, they are able to improve their wellbeing, build their capacity and move towards their goals.

- * Case management and coaching support which aims to provide young people with the necessary skills to increase their independence and develop robust and dynamic lasting connections to community that assist them with the transition to the next stage in their life.

- * Therapeutic and Peer Support which aims to build capacity, relationships, create space for healing, and assist young people to connect to specialised mental health services.

JOB PURPOSE

The Therapeutic Practitioner is a permanent role within the Youth Housing Initiative program. It is responsible for the provision of specialised therapeutic interventions, knowledge and skills in regard to

young people who have experienced homelessness with mental ill health.

Service delivery will be consistent with MCM’s Healing Orientated Framework, and trauma informed practice. The Therapeutic Practitioner will also provide secondary consultation to other YHI staff members.

JOB OBJECTIVES

Duties of this role may include but are not limited to the following:

- Provide specialist therapeutic interventions to young people using evidence-based intervention strategies, trauma focused counselling. Service provision includes office based and outreach-based service.
- Provide clinical supervision and secondary consult to Key Workers and other staff (when applicable).
- Develop successful working relationships with young people and work collaboratively with their care teams to assess their needs, support them to set goals, work out strategies to achieve those goals and help to develop the skills towards independence.
- Be the subject matter expert in the development, implementation and monitoring of practice innovation within the portfolio.
- Participate in development and facilitation of training for MCM group staff in evidence-based group work programs.
- Participate in and make an active commitment to the further development of a dynamic, cohesive and multidisciplinary team by actively participating in all meetings and processes including team meetings, clinical supervision, reflective practices and staff development.
- Contribute to an environment that will disrupt disadvantage for young people through utilising a healing orientated practice model that proactively responds to young people who have experienced adverse experiences.
- Support young people to build new networks and access specialised mental health services.
- Lead and maintain strong connections with public, private, non-government and volunteer services in the local area.
- Ensure assessments and reports are written in a timely manner.
- Undertake ongoing training and professional development.
- Ensure services are delivered within the framework of MCM’s policies and procedures, legislative requirements, and meet the relevant service standards.
- Perform other duties and responsibilities, as directed by their line manager.

POSITION AUTHORITIES

Direct reports:	NIL
Indirect reports:	NIL
Operating expenditure:	As per delegations of authority
Capital expenditure:	As per delegations of authority
Other:	Not Applicable

KEY RELATIONSHIPS

This position may have relationships with a diverse range of MCM employees, external service providers, organisations, and stakeholders within the community, with the view to providing the most appropriate and effective services and supports to the people they support. Examples of key relationships are detailed in the following table:

Internal Relationships	<ul style="list-style-type: none"> • Employees from YHI and MCM Housing • Employees from other programs from MCM or Hester Hornbrook Academy
External Relationships	<ul style="list-style-type: none"> • Neighbours to YHI Locations • Mental Health Service Providers • Alcohol and Other Drugs (AOD) Service Providers • Other community-based organisations

KEY SELECTION CRITERIA

Essential:

- Masters level or higher in Psychotherapy, Counselling, Psychology or a similar field, and membership with their discipline specific association.
- Minimum 3 years experience working young people with complex mental health and support needs.
- Knowledge and understanding of the Mental Health and Wellbeing Act 2022.
- Strong passion for working with people and ability to engage young people actively and assertively with complex needs.
- Understanding or experience working with young people at risk of experiencing homelessness, including knowledge of healing-oriented trauma informed approaches.
- Knowledge on the impact of abuse and trauma on development in order to meet clients' needs in a developmental, individualised way.
- Ability to exercise judgement and initiative when procedures are not clearly defined.
- Proficiency in planning and report writing independently and can demonstrate the ability to coordinate or network with other stakeholders for their implementation or follow up.
- Capacity to work effectively both independently and as part of a multidisciplinary team, demonstrate accountability and willingness to take direction.
- Ability to conduct work in the community, with regular use of MCM fleet vehicles, solo outreach to meet clients at their houses or other community environments.
- Ensure services are delivered within the framework of MCM's policies and procedures, practice framework, legislative requirements and meet the relevant standards. All employees are required to comply with Child Safe Standards.
- Computer literacy, including proficiency in Microsoft Office and client databases.

- Satisfactory completion of safety screening including a National Police check, International Police check (if required), a current Victorian Working with Children Check (Employee), current Victorian Drivers Licence, and the right to work in Australia.

ORGANISATIONAL REQUIREMENTS AND COMMITMENTS

Child Safety & Safety of Vulnerable People

MCM is a Child Safe Organisation. We are committed to the safety and wellbeing of children, young people, people with a disability and other vulnerable people. We have a zero tolerance of abuse and neglect of all vulnerable people and are committed to actively contributing to a safe organisation in which children, young people, people with a disability and vulnerable people are protected from violence, abuse, and neglect. All employees are required to comply with the Child Safe Standards.

Workplace Health & Safety:

MCM's strategy is to create a working environment in which we have zero tolerance for compromised worker safety. As an employer we endeavour to provide a working environment that is safe for all employees and people who use our services and adheres to Occupational Health & Safety regulations as an employer.

As an employee, you also have Occupational Health & Safety responsibilities as follows:

- To comply with all MCM policies related to Occupational Health and Safety in the workplace.
- Take reasonable care of your own health and safety in addition to the health and safety of your colleagues and people who use our services who may be affected by your acts or omissions in the workplace.

Operational Accountability:

MCM is committed to operating efficiently, ethically and remaining operationally and financially sustainable.

As an employee you are expected to operate within the requirements of our accreditation, registrations, delegations and work responsibilities as detailed in our various policies and procedures, Code of Conduct and regulatory guidelines.

COMPLIANCE

As an employee, you are expected to comply with the following:

- Comply with and actively support all position, division and organisational policies and procedures.
- All employees are subject to MCM's Employment Safety Screening Procedure.

LEADERSHIP CAPABILITY FRAMEWORK

In addition to the key selection criteria, applicants should be able to demonstrate the following attributes:

KEY AREA	BEHAVIOURAL CAPABILITIES
PARTNERSHIPS	<p>People at the Centre We do our best work when we understand the people we serve and enable them to direct their own lives, demonstrating unconditional positive regard. We partner with others to provide access to what they need locally.</p>
PARTNERSHIPS	<p>Collaboration & Cooperation Seeks to find the right solution for all. Stays connected and works together with colleagues and the people who use our services to achieve great things.</p>
PARTNERSHIPS	<p>Credibility & Integrity Establishes credibility and trust in the eyes of clients, colleagues, regulators, funders, and partners. Is recognised being principled and as having expertise as a leader.</p>
REPUTATION	<p>Provable Results Is accountable. Delivers measurable outcomes. Driven and energetic; striving to meet targets and quality outputs for the people who use our services and our colleagues.</p>
REPUTATION	<p>Disrupting Disadvantage Promotes fairness and seeks to provide added advantage and opportunity to those who would normally be disadvantaged.</p>
REPUTATION	<p>Doing Our Best Follows a 'right first time' approach. Sets and expects high standards as a mark of MCM's reputation.</p>
PEOPLE	<p>Resilience & Bounce Back Deals effectively with unexpected challenges and adversity. Quickly recovers to take a positive stance to setbacks and disappointments.</p>
PEOPLE	<p>Wins Hearts & Minds Contributes to an environment where people want to do their best work and show commitment to the One MCM Purpose and Philosophy.</p>
PEOPLE	<p>Builds Capability & Realises Potential Plays an active role in their own and others' development. Encourages and inspires others to realise ambitions and potential.</p>
PEOPLE	<p>Challenge & Change Forward thinking. Challenges the status quo and looks for innovative solutions to how MCM can make a positive difference.</p>

PEOPLE **Safety First**
Always puts safety first. Creates a safe, healthy, and caring workplace that is expressed in all operational activities and interactions with others.

OUR VALUES

Employees are expected to commit to and demonstrate MCM's values:

Together We are inclusive and accepting of difference.
We work in highly effective teams and our people are connected across our organisation.
We engage proactively with others to deliver outcomes.

Courageous We speak up constructively in line with our convictions.
We pursue our goals with determination.
We are passionate about our advocacy role.

Curious We are inquisitive and ask why.
We challenge the status quo.
We actively explore the alternatives.

Open We are transparent and have genuine, honest interactions.
We listen and hear people's voices.
We value and respect the autonomy of clients.
We trust one another.

Accountable We act safely in all our interactions.
We manage within our financial and resource boundaries.
We own our outcomes and decisions.
We are proud of the work that we do.