

Counsellor Advocate (GVCASA)

Position Title:	Counsellor Advocate (GVCASA)
Reports to:	Manager – Trauma Informed Services (CASA)
Department:	Trauma Informed Services (CASA)
Directorate:	Integrated Health Services
Cost centre:	M4008
Code & classification:	Social Worker Grade 2 (SC21 – SC24), Psychologist Grade 2 (PK1 – PK4), Registered Psychiatric Nurse Grade 3 (NP81 – NP83), Occupational Therapist Grade 2 (VF6 – VF9)
Employment conditions:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021 – 2026 and its successors or Victorian Public Mental Health Services Enterprise Agreement 2020 – 2024 or Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021 – 2025 and its successors and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s)

POSITION SUMMARY

Located within the Shepparton Multidisciplinary Centre (MDC), Trauma Informed Services holds responsibility for the development of systems and services across GV Health that strengthen coordination of preventative, early intervention, therapeutic and advocacy responses to victims of interpersonal violence, including family violence, child abuse, elder abuse; and sexual assault services provided through Goulburn Valley Centre Against Sexual Assault (GVCASA).

GVCASA is a specialist Sexual Assault Support Service and provides a range of services including crisis and therapeutic counselling, group work, advocacy, secondary consultation, training and community education. GVCASA supports victim survivors of sexual assault and child sexual abuse across the lifespan, and their non-offending support people. GVCASA's main office is located in Shepparton and the service also provides outreach services across the Goulburn region, including but not limited to Seymour, Cobram and Yarrawonga.

The Counsellor Advocate at GVCASA works within a trauma informed practice framework and will provide innovative therapeutic services and advocacy support for people who have experienced sexual violence, assault and abuse, and their non-offending family members and significant other people. The therapeutic services include a range of counselling interventions that seek to address the impact of trauma on the client's emotional, psychological, behavioural and social functioning, and support and resource key relationships and systems around the client to support the healing process.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to the following:

- Provision of professional, high quality face to face, telephone and telehealth therapeutic support – inclusive of crisis counselling/advocacy, short, medium and longer-term counselling/advocacy to people who have been impacted by sexual assault, their non-offending family members and support people;
- Provision of specialist support and information regarding Victim Survivor's rights and support options, inclusive of legal and medical issues;
- Support provision of community and professional education and development activities;
- Participate in the development and delivery of group programs;
- Attend regular supervision (work review and clinical supervision) to develop own clinical practice, ensure quality client outcomes, manage potential impacts of the work on personal well-being, and ensure administrative requirements of the role are managed;
- Maintain a client caseload as agreed with the Senior Counsellor and Service Manager;
- Participate in the GVCASA on-call, after-hours roster by being available for a minimum of 4 shifts per month including week nights, public holidays and weekends (where appropriate).
- Be familiar with and adhere to program and organisational policies and procedures regarding service delivery, including national and state-based standards of practice.
- Support the development of others by acting as a resource to colleagues and participating in preceptoring of new employees and supervising student placements.

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

- A tertiary qualification in Social Work, Psychology, Registered Psychiatric Nurse, Counselling, or other relevant profession. Nurses must have a post-graduate qualification or equivalent in mental health;
- Current registration with the Australian Health Practitioner Regulation Agency as required and/or membership or eligibility for membership with relevant professional body e.g. AASW or APA.

Essential:

- A minimum of 4 years' experience supporting victim survivors of sexual assault, child sexual abuse and/or other forms of trauma or violence;
- Experience assessing and identifying client needs, developing and reviewing care plans, facilitating referrals and linkages with relevant services and supports, and monitoring progress to achieve positive client outcomes;
- Demonstrated understanding of trauma informed therapy, and of what practicing in a trauma informed environment means;
- Clinical skills, experience and/or interest in:
 - Counselling and crisis intervention with individuals and families;
 - Development and facilitation of groups;
 - Provision of community education and training;
- Demonstrated ability to maintain accurate and confidential records and prepare professional reports;
- Current Driver's Licence.

Desirable:

- Experience supporting children, young people, adults and families;
 - Post graduate qualifications in related field or working towards same;
 - Understanding of the Multi-Agency Risk Assessment and Management Framework at a Comprehensive level.
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KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful achievement of:

- Undertaking timely, evidence-based therapeutic counselling and advocacy for an agreed client caseload where client-led goals are clearly articulated and worked towards.
 - Active participation in continuous quality improvement initiatives as directed by Trauma Informed Services leadership team – minimum 1 activity per year.
 - 90% attendance at all staff meetings, internal and external supervision.
 - Maintaining and demonstrating regulated clinical skills and competencies by undertaking professional development and completing mandatory training as defined by GV Health
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ALL GV HEALTH STAFF ARE REQUIRED TO

- Demonstrate GV Health's CREATE values and behaviours and being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Develop and maintain collaborative relationships with all other teams and professionals;
- Promote and enable efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete and maintain all mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Victorian Department of Health Victoria;
- Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
- In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All staff are

required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Community Care and Mental Health	Counsellor Advocate (GVCASA)
Reviewed by:	Manager – Trauma Informed Services
Issue Date:	May 2026

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The **Goulburn Valley Health Strategic Plan 2024-2026** provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)