

Position Description Template

POSITION:	Family Therapeutic Practitioner
CLASSIFICATION:	SCHADS 5
REPORTS TO:	YEIH Operations Manager
DATE CREATED:	November 2025

ORGANISATIONAL ENVIRONMENT

MCM is a leading community support organisation working alongside Victorian communities and families and individuals to live the life they aspire to, their way, providing a broad range of support in homelessness, disability, palliative care, youth housing, community services, family violence, education and inclusive employment service areas. MCM is a leading provider of specialist services for young people experiencing homelessness, providing wraparound support so they can transition to autonomy and their positive pathways of choice.

MCM comprising MCM Services, Hester Hornbrook Academy, MCM Housing and Quantum Support Services work together to disrupt disadvantage and create positive change for Victoria's most vulnerable people.

DIVERSITY, EQUITY OF ACCESS, AND INCLUSION

MCM is committed to inclusion, equity of access and diversity. We know that diversity helps us to innovate and make the biggest impact possible. Our DEI Strategy On for Inclusion supports and drives an inclusive workplace culture. We recognise that many people continue to face systemic barriers within an employment context, particularly those from First Nations, culturally and linguistically diverse, disability and LGBTIQ+ communities. We are committed to inclusivity and want to continue to learn from and grow our diverse workplace culture. This includes supporting your individual employment needs wherever reasonably possible.

POSITION CONTEXT

Homelessness is usually a result of other forms of disadvantage building to a crisis; family violence, abuse and mental health are the major drivers into homelessness for young people.

A main priority for MCM is to prevent homelessness from occurring in the first place. To achieve this, we offer proactive Early Intervention services working with young people, and their family/natural supports (where it is safe to do so), to stabilise their living situation, improve family functioning, and address their holistic support needs including; assessing current safety, links to mental health supports, improve their level of engagement with education and local community.

At MCM, we've developed the Healing Oriented Framework (HOF) to support the physical, emotional, social, psychological, and spiritual wellbeing of the people we work with. It's also about making sure our services are culturally inclusive and focused on ongoing safety. The HOF helps us take a holistic view of each person, their family, and their community, recognising that healing is an ongoing process.

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POSITION PURPOSE

The Family Therapeutic Practitioner will provide holistic and therapeutic support to young people and their families who are participating in the MCM Youth Early intervention programs.

Working collaboratively with families, the practitioner provides specialist support by helping to identify underlying challenges, strengthen relationships, and build resilience. The practitioner will do this by conducting holistic assessments and developing therapeutic care plans in collaboration with families and other professionals. With a primary focus on the family system the role of the practitioner is to design interventions in efforts to meet the therapeutic needs of the family with clinical support from the YEIH Operations Manager.

Supporting families to navigate systems, access resources, and build capacity for long-term wellbeing. Working closely with case managers, schools, and other services to ensure coordinated support. They provide tailored interventions that may include individual and family psychoeducation, parenting support, and referrals to specialist services.

POSITION DUTIES AND RESPONSIBILITIES

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

- Conduct comprehensive assessments to identify strengths, needs, risks, and protective factors of young people and their families and the systems surrounding them.
- Develop and implement individual clinical support plans with clear achievable goals in collaboration with young people, families, and other professionals.
- Provide specialist therapeutic family inclusive practice secondary consult to the YEI&H staff
- Empower the family to utilise their strengths in efforts to achieve positive change
- Play a key role in increasing links between home-school, identified professional supports with dual outreach when appropriate.
- Engage in clinical support plan review process with line manager every 6 weeks ensuring goals are on track and amendments made.
- Work closely with line manager and engage in clinical supervision every 2-4 weeks.
- Provide the YEI&H programs with secondary consultation relating to family matters and provide resources, clinical insights, and recommendations.
- Maintain accurate and up-to-date case notes, records, and reports in compliance with organizational and legal requirements.

Generic and Compliance Responsibilities

- Work as a constructive team member, including building and maintaining positive interpersonal relationships.
- Apply the Organisational Commitments and Requirements (detailed below), including Child Safety and Safety of Vulnerable People, Workplace Health and Safety, Operational Accountability, Diversity, Equity of Access and Inclusion, and Position Description Maintenance.
- If approved to work from home, comply with all the requirements in the MCM Working from Home Workstation Self-assessment Checklist.
- Demonstrate MCM's Values (detailed below).

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- Ensure services are delivered within the framework of MCM's policies and procedures, legislative requirements, relevant service standards, and MCM's Code of Conduct, and MCM's Values.
- Comply with MCM's Employment Safety Screening Procedure.
- Perform other duties and responsibilities within the scope of the employee's skills, competence and training as directed by a person in any more senior role within MCM.

KEY SELECTION CRITERIA

Essential:

- A qualification in Community, Social Work, Youth Work, Family Therapy, or a related tertiary qualification.
- Experience in family inclusive practice, outreach support and interventions.
- Understanding or experience working with young people at risk or experiencing homelessness and disengagement from education, including knowledge of trauma informed approaches.
- Ability to engage young people with complex needs.
- Experience working within the relevant service system with knowledge of patterns, trends and systemic issues, and principles in working with at risk young people.
- An understanding of the requirements for ensuring child safety.
- Excellent communication and problem-solving skills.
- Computer literacy, including proficiency in the Microsoft suite of programs
- 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.

POSITION AUTHORITIES

Number of Reports

Direct Reports				Indirect Reports			
Number:	0	FTE:		Number:	0	FTE:	
List Teams / Positions				List Teams / Positions			

Expenditure

Operating:	As per delegation	Capital:	
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Supervision or Direction Required

The practitioner receives formal supervision fortnightly from their line supervisor, with access to daily support and guidance from Early Intervention Team Leaders, the Youth Early Intervention and Homelessness Operations Manager, and the Head of Early Intervention and Adult Homelessness. This structure ensures consistent oversight, professional development, and responsive support for clinical and operational matters.

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Planning

The practitioner manages their own time and workload to meet client and program needs, while setting goals and planning therapeutic interventions in alignment with service priorities. Planning is carried out in consultation with line management, who provide oversight and support to ensure care plans are responsive, safe, and effective for children, young people, and families.

Freedom to Act

The role allows for independent decision-making within established policies, procedures, and budget parameters. The practitioner is empowered to apply their professional knowledge, experience, and training to therapeutic work, including risk assessment and safety planning. Guidance and consultation with line management are available when needed

Assistance to Higher Level

The practitioner provides routine information and advice to relevant stakeholders and contributes to the review of processes and procedures. They offer consultation and technical or specialist input based on professional knowledge, supporting decision-making and continuous improvement across the team and service. Guidance is sought from line management for complex or non-routine matters.

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 include:

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|-------------------------------|---|
| Internal Relationships | <ul style="list-style-type: none"> • Early Intervention and Adult Homelessness portfolio – specifically the Detour, Reconnect, Finding Solutions, Finding Solutions Plus and Reconnect programs • Living Learning and Hester Hornbrook Academy • Other MCM Staff |
| External Relationships | <ul style="list-style-type: none"> • A range of other social services support organisations as required • Schools and other education settings • Community support organisations, including Child Protection, Police, Hospitals. |

OUR VALUES

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

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|-----------------|--|
| Together | <p>We are inclusive and accepting of difference</p> <p>We work in highly effective teams and our people are connected across our organisation</p> <p>We engage proactively with others to deliver outcomes</p> |
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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

ORGANISATIONAL REQUIREMENTS AND COMMITMENTS

Child Safety & Safety of Vulnerable People

MCM is a Child Safe Organisation, committed to the safety and wellbeing of children, young people, people with disability, and other vulnerable people. We have zero tolerance of abuse and neglect of all vulnerable people. MCM is committed to providing a safe environment in which children and vulnerable people are protected from violence, abuse and neglect. All employees must:

- Comply with the Child Safe Standards at all times.
- Maintain a safe environment in which children and vulnerable people are safe at all times.
- Actively prevent, and immediately report to MCM, any violence, abuse or neglect of any child or vulnerable person.

Workplace Health & Safety

MCM's has zero tolerance for compromised worker safety. We endeavour to provide a working environment that is safe for all employees and people who use our services. As an employer, MCM adheres to Occupational Health & Safety regulations. All employees must:

- Comply with all MCM policies related to Occupational Health and Safety in the workplace.
- Take reasonable care of their own health and safety, and the health and safety of their colleagues, service users, and others who may be affected by the employee's acts or omissions in the workplace.
- Immediately report to MCM any hazards or incidents.

Code of Conduct and Operational Accountability

MCM is committed to operating efficiently and ethically, and remaining operationally and financially sustainable. All employees must:

- Operate within the requirements of MCM's accreditations, registrations, policies and procedures, Code of Conduct, and regulatory guidelines.

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Position Description Maintenance

Position Descriptions change over time, due to a wide range of organisational, technological, financial, geographical, service, systemic, legal, and individual factors. All employees must:

- Maintain position description currency by communicating, discussing and documenting necessary changes, and considering consistencies and relativities with other like-positions.
- Ensure compliance with position description, management of change, and consultation requirements in the relevant Awards and Enterprise Agreements.
- Use correct processes to apply for changes related to individual circumstances, for example, reasonable adjustments for disability, flexible working arrangements for care responsibilities, rehabilitation to work following injury, ill health or medical procedure, or transition to retirement.