

POSITION DESCRIPTION



Position	University Counsellor (First Nations)
Level/Classification	H0708
Reports to	Counselling Service Manager
Unit	Counselling Service
Directorate	Access, Wellbeing & Equity
Positions Supervised	N/A

Position Purpose

Under the direction of the Counselling Team Manager, the University Counsellor (First Nations) provides confidential and effective individual therapy, workshops, wellbeing initiatives, and support and advice for Aboriginal students at Murdoch University. Working from the counselling service and providing outreach into Kulbardi Aboriginal Education Centre, this role also contributes to enhancing culturally safe practices within the Access, Wellbeing & Equity.

About Murdoch University

Murdoch University is a young and dynamic university with a foundational commitment to the environment, social justice and inclusion, and making education accessible to more people. Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 1,700 staff across campuses in Perth, Singapore and Dubai. With more than 90,000 Alumni, Murdoch graduates can be found all over the world, making a positive difference.

Our Strategy – Ngala Kwop Bididi. Building a brighter future, together – guides the University's direction and reaffirms our shared purpose to change lives and society for the better through accessible education and research.

The Strategy is focused on three key themes:

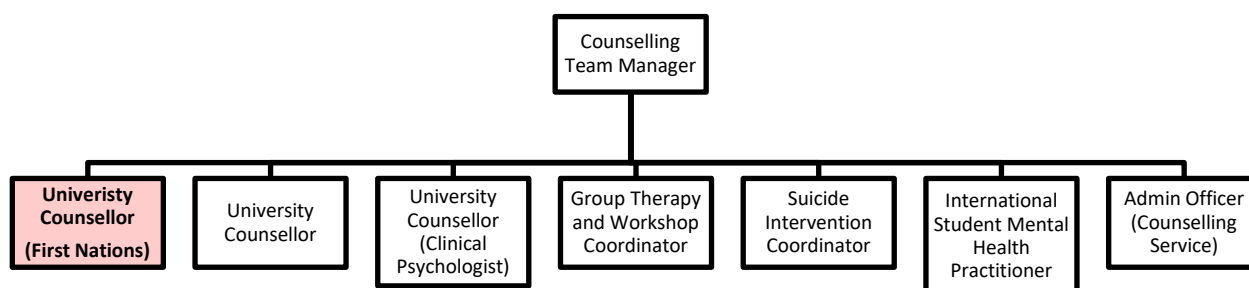
- Sustainability: Be a leading university in education, teaching and translational research in sustainability.
- Equity, Diversity, and Inclusion: Build a welcoming, diverse and inclusive community.
- First Nations: Become the University of first choice for First Nations peoples.

Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

About the Work Area

Access, Wellbeing & Equity (AWE) provides professional and innovative wellbeing and health services, supports students with health conditions and disabilities, and drives equity programs to optimise the student journey and promote the wellbeing of the wider Murdoch University community. Within AW&E the Counselling Service provides contemporary, evidence based mental health support, specialised to the broad range of diversity and experiences of the University's students. The Counselling Service is located at Murdoch's South Street Campus but provides services across all campuses.

Reporting Relationships



Key Responsibilities/Duties

- Provide confidential and culturally safe counselling services to Aboriginal & Torres Strait Islander students through individual therapy, group work and/or other preventative programs as directed, recognizing and respecting the diverse cultural backgrounds and experiences within the community.
- Utilise evidence-based, culturally sensitive, trauma informed assessment and therapeutic approaches while integrating cultural knowledge and practices to address the mental health and wellbeing of Aboriginal & Torres Strait Islander students.
- Participate as a member of the AW&E Counselling Service in providing timely interventions, including crisis management and liaison with client family and friends, relevant university staff and other authorities as appropriate.
- Participate in case review, team meetings and other activities to ensure best practice and contribute to the development and planning of the Counselling Service.
- Maintain professional skill levels and knowledge relevant to the role of the University Counsellor (First Nations), including undertaking regular individual supervision .
- Refer clients as appropriate for medical, psychiatric and other forms of assessment and/or treatment, including internal consultation with Clinical Psychologist colleagues for complex and/or high risk cases requiring specialist input.

- Collaborate with Kulbardi Team and engage with external specialist supervision as required to ensure a holistic and culturally informed approach to counselling services and promoting student wellbeing.
- Develop and deliver awareness raising activities and workshops for AW&E staff, to enhance their cultural competence and understanding when working with Aboriginal students, and to enhance cultural safety across the directorate.
- Initiate outreach programs to connect with Aboriginal students and promote awareness of available support services on campus.
- assist in creating an environment where First Nations students feel safe on the wider MU campus, through working with the students and the wider MU community.
- Act as a resource for staff seeking guidance on culturally appropriate practices and engagement with Aboriginal students and foster an inclusive and culturally safe campus environment by promoting awareness and understanding of Aboriginal cultures, histories, and contemporary issues through truth telling and a commitment to reconciliation.
- Working with other key staff from AW&E and Kulbardi, identify appropriate external organizations to provide a stepped care model that enhances access to additional support resources and activities.
- Keep appropriate case records on a computerised record system and prepare relevant letters and reports as required.
- Provide support to students on practicums within the service, as required by and under the guidance of the Counselling Team Manager.
- Promote and participate in the implementation of mental health initiatives within the university as requested.
- Carry out and assist with other duties as required by the Counselling Team Manager.

Selection Criteria

Essential

1. A qualification in psychology, social work, counselling, Creative Arts Therapy or other appropriate discipline, with eligibility for general registration with the Psychology Board of Australia or membership with the Australian Association of Social Workers, Psychotherapists and Counsellors Federation of Australia, Australia, New Zealand & Asia Creative Arts Therapies Association or other appropriate professional body.
2. Demonstrated experience in providing counselling services, preferably within a university setting, including ability to engage in crisis management and deal with critical incidents and their aftermath.
3. Strong understanding of, and connection to, Aboriginal cultures, histories, and contemporary issues.
4. Experience of working with or providing culturally safe services to Aboriginal people and communities.

5. Commitment to continuous professional development activity including engaging in clinical and line management supervision.
6. Demonstrated ability to provide contemporary psychological interventions, including group and psycho-educational interventions, appropriate to client needs.
7. Demonstrated high level of communication and interpersonal skills related to counselling service delivery, report and note writing, consultation and working within a team.
8. Demonstrated competencies in organisational skills (such as prioritising and time management) and computer literacy in areas such as word processing, email and internet applications.
9. A commitment to reconciliation and social justice principles.

Desirable

1. Demonstrate a good knowledge of university systems, procedures and sensitive to contemporary issues in the tertiary education environment.
2. Experience of working with both domestic and international students and an understanding of the issues these groups of students encounter.
3. Demonstrated experience in working cross-culturally in a counselling environment

Work Requirements

1. The occupant of this position will be required to undertake a criminal record check in accordance with the University's Employee Background Checks Procedure.
2. Australian permanent residency or possession of a valid visa with work entitlement in Australia.
3. Occasional overseas/interstate travel/travel within the state may be required.
4. Some after hours work may be required.
5. Occasional weekend work.
6. Have the ability to travel between campuses when required.
7. Current "C" class driver's licence
8. Current Working with Children Check
9. Ability to work outside of normal office hours when required.

General Obligations

While at work, an employee must:

- take reasonable care for their own health and safety and ensure that their acts or omissions do not adversely affect the health and safety of other persons;
- report incidents, injuries and hazards;
- comply with any reasonable instruction that is given by Murdoch University; and
- comply with Murdoch University policies and procedures.

Guiding Principles and Values/Code of Ethics and Code of Conduct

Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

Our Principles

- Act with justice, respect and responsible care.
- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible and resilient.
- Make decisions at the most appropriate level.
- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All Staff complete a Development Review Annually. A Commencing Development Review should be completed within 3 months of commencement.

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.