

Status:	Part-Time Position (approx. 13 hours per week) <ul style="list-style-type: none"> <li>41 weeks per annum (Term Time, plus 1 week before school commences).</li> <li>1 Year Temporary Contract with potential to develop into a longer-term permanent position.</li> <li>General Staff: Level 5-7 (depending on experience and qualifications) approx \$28,643 - \$35,716)</li> </ul>
Commencement date:	Term 1, 2026
Area of appointment:	Across Primary & Secondary School
Position Reporting to:	Principal through the Director of Student Wellbeing
Pre-requisites: (Please provide a copy with your application)	These qualifications/certificates are required prior to commencing employment at HILLS and must be updated for the duration of employments at HILLS:- <ul style="list-style-type: none"> <li>Tertiary qualifications in Counselling, Psychology, Social Work, or a related discipline</li> <li>Membership (or eligibility for membership) with a recognised professional body</li> <li>Current Working with Children's Check <ul style="list-style-type: none"> <li>Please include SRN number on CV if applicable</li> </ul> </li> <li>Current Responding to Risks of Harm, Abuse &amp; Neglect Certificate (RRHAN-EC)</li> <li>Current First Aid Certificate</li> <li>Current Driver's Licence</li> </ul>

### Introduction

All members of staff of The Hills Christian Community School Inc. are expected to uphold and demonstrate personal qualities and behaviours which are consistent with the School's Statement of Aims and Objectives, and its Statement of Belief. These include:

- A personal Christian faith, which is reflected in his/her daily living
- A love of children and teaching
- Acceptance and respect for people from diverse backgrounds and viewpoints
- The ability to work co-operatively and harmoniously as part of a team
- Being supportive and encouraging to students, colleagues and parents
- Having positive relationships and open communication with the whole school community
- A positive outlook on life which enhances relationships
- A commitment to personal and professional growth

### Role Purpose

This role supports the wellbeing of students by providing therapeutic, emotional, and social support to students. The School Counsellor/Social Worker plays an integral part in the school's wellbeing team, with opportunities for collaboration and ongoing professional development within a supportive team context.

### **Key Results Area (KRA)**

#### **Student Support and Counselling**

- Provide individual therapy to students experiencing personal, relational, emotional, behavioural, or social challenges using evidence based strategies.
- Provide therapeutic group work and ability to tailor group work based on student and community needs.
- Assist students in developing strategies for coping, resilience, and positive mental health.
- Maintain confidentiality and uphold ethical standards in all therapeutic interactions.

#### **Restorative and Wellbeing Practices**

- Uphold the Restorative Practices philosophy used by educators to support conflict resolution and relationship repair between students.
- Contribute to the development and implementation of school-wide wellbeing and pastoral care programs.
- Promote positive mental health initiatives in line with the school's Christian worldview.

#### **Crisis and Critical Incident Response**

- Participate in the school's critical incident response team, providing immediate support, debriefing, and follow-up support.
- Be available to support staff and families affected by critical incidents or grief-related situations.

#### **Collaboration and Consultation**

- Work closely with educators, Pastoral Care Leaders, Director of Student Wellbeing, and school leadership to identify and support students of concern.
- Engage with parents and guardians to provide guidance and strategies for supporting their child's wellbeing.
- Refer students and families to appropriate external agencies and mental health professionals when needed.
- Build professional relationships with external agencies that will benefit the school community.

#### **Compliance and Professional Standards**

- Maintain accurate, confidential records of therapeutic sessions and referrals.
- Adhere to all relevant legislative, ethical, and professional requirements, including child protection and privacy laws.
- Engage in ongoing professional development to maintain current knowledge of best practice in supporting students.

#### **Other**

- Attend staff meetings and functions as required
- Participate in the School's on-going professional development programs
- Adhere to and follow Work, Health & Safety Policies of HILLS
- Report incidents, injuries or near misses to the appropriate people who may take corrective action

**Key Selection Criteria**

- A personal Christian faith, which is reflected in your daily living.
- A demonstrated ability to build positive, culturally sensitive relationships with students, colleagues, and families.
- Experience in offering confidential individual and group therapy in a school setting of students experiencing personal, relational or social challenges.
- Experience working with children and/or young people displaying a broad range of challenging presentations such as neurodiversity, mental illness, trauma, and relationship difficulties.
- Capacity to participate in critical incident response, including debriefing and counselling at both personal and community levels.
- Ability to identify when referral to external support services is necessary and to assist students and families in accessing these resources.
- Demonstrated skill in working collaboratively with parents, guardians, and relevant stakeholders to support students experiencing difficulties.