

Position Description

Position title:	Tumbelin Farm Program Lead	Reports to:	Tumbelin Manager
Program / Department:	Adventure Pathways	Primary work location/s:	Macclesfield
Direct reports:	House Parents	Key stakeholders:	Tumbelin Farm staff Referral Agencies Community of Support members
Award:	SCHADS	Classification:	Level 5

Who we are

Baptist Care SA provides out of home care, disability care, youth education and employment, homelessness, and therapeutic support services. Established in 1913 we have a dedicated staff and volunteers who work tirelessly to help South Australians achieve their full potential. Baptist Care SA is committed to working with the State's most disadvantaged, championing local issues and connecting with people to provide transition pathways from adversity to opportunity.

Our values

Integrity Ensuring personal and corporate transparency and the highest ethical standards.	Compassion Treating people and communities with empathy, dignity and fairness.	Empowerment Releasing individual strengths that promote personal and community transformation.	Innovation Fostering a culture of continuous improvement, staff engagement and improved client outcomes.
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About the role

Tumbelin Farm is a core program of the Baptist Care SA, Adventure Pathways department. At Tumbelin Farm, alcohol and other drug affected young people thrive through connection with themselves, others, God and the natural world, through adventure therapy and holistic care in a family-like community.

The **Tumbelin Farm Program Lead** plays a key role in coordinating the day-to-day service delivery of the Tumbelin Farm youth residential Alcohol and Other Drug (AOD) rehabilitation program.

Tumbelin Farm is a voluntary, trauma-informed, holistic, live-in AOD rehabilitation program which provides up to 6-months support for young people aged 16-24 years. 'Tumbelin' is a Ngarrindjeri word which means 'awaken and live' – a word which perfectly captures the nature of the journey that a Tumbelin Farm client undertakes.

The Tumbelin Farm program is based upon a restorative practice approach and provides a unique opportunity for young people to step away from their situation and begin a journey of recovery in a safe and supportive community setting.

The Tumbelin Farm program is delivered in a relaxed, rural setting where participants can reconnect with nature and focus on re-building and establishing relationships built on trust, fostering self-confidence and resilience. There are four key elements to the Tumbelin Farm Program:

- Farm Life
- Home Life
- Adventure Life
- Learning Life

A key element of the role will be implementing Baptist Care SA's *Tapa Marnirni-apinthe* Practice Framework in Tumbelin Farm. The core theories and methods that guide our practice in this framework are centred on the importance of people.

Role responsibilities

Effective Practice

- Uphold the Christian ethos and values of Baptist Care SA and foster a culture in which these values are lived out
- Champion the implementation of Baptist Care SA's *Tapa Marnirni-apinthe* Practice Framework, fostering a strong culture of reflection on practice amongst the team
- Establish and sustain positive, healthy relationships with colleagues and external stakeholders, including referral agencies and assessment staff
- Actively participate in regular group and individual supervision, and reviews of individual and team practice and performance
- Actively participate in resolving complaints/grievances received in relation to clients, staff and/or activities, using appropriate principles of restorative practice

Program Delivery

- Coordinate the effective day-to-day delivery of the Tumbelin Farm residential AOD rehabilitation program, under the direction of the Tumbelin Manager
- Work collaboratively with the multi-disciplinary team to deliver the Tumbelin Farm program
- Ensure adequate staffing to support clients within the Tumbelin Farm program
- Provide line management oversight to House Parents to ensure they are included and consulted in matters that relate to their role.
- Focus the team and all aspects of the program towards the achievement of our desired client treatment outcomes including:
 - Healthy living skills
 - A safe place to live
 - Something meaningful to do
 - Safe people to do life with

- A positive sense of new identity
- Relapse prevention & recovery strength plan
- Ensure that the structured activities of the Farm support the above therapeutic treatment outcomes
- Participate in the after-hours 'on call' roster

Client Intake and Assessment

- Prioritise client intake and assessment, including receiving inquiries, processing applications, determining risk assessments and coordinating withdrawal for clients
- Ensure that clients are suitable for the Tumbelin Farm program and that we can meet the needs of all incoming clients
- Liaise with a client's 'circle of support' (COS), facilitating interviews with COS members where appropriate
- Triage and manage the client waitlist

Client Journey

- With the Case Manager and Counsellor, work with each client to develop an Eco Map and Personal Journey Plan (PJP/Case Plan)
- Meet regularly with clients to review their PJP and their progress against treatment outcomes
- Facilitate weekly client review meetings with staff to share information and determine actions arising to support clients to progress against treatment outcomes
- Ensure the accurate recording of case notes, client treatment outcomes and progress against goals.
- Plan and execute the 'community re-engagement' transition for each client. Coordinate the Alumni program, developing a self-supporting community of past clients with lived experience
- Lead and support alumni events which keep past clients engaged with the Farm and their recovery journey

People Management

- Ensure all staff are appropriately trained, equipped and empowered to provide high quality service and work-output.
- Foster and maintain a workplace culture which attracts and retains skilled, experienced and values aligned staff.

Quality and continuous improvement

- Contribute to the ongoing review and evaluation of service delivery to ensure the continuous improvement of our services, enhancement of our client wellbeing, independence, and choice.
- Comply with relevant legislation.
- Contribute to the review and continuous improvement of our internal systems for quality assurance, reporting and monitoring.
- Ensure business and operational risks are identified and appropriately monitored and/or mitigated.

Work Health and Safety

Baptist Care SA is committed to the health, safety and wellbeing of our employees, volunteers, contractors, clients, and other people within our workplaces. As a Baptist Care SA team member, you must:

- Take reasonable care for your own and others' health and safety within the workplace.
- Take reasonable care that your actions or omissions do not adversely affect the health and safety of yourself or others.
- Cooperate with any reasonable directions, policies and/or procedures relating to health and safety in the workplace.
- Report all injuries, illness, near misses or hazards as per Baptist Care SA's policies and procedures; and

- Participate in relevant health and safety training, and risk management initiatives based on position and responsibilities.

Know and apply Baptist Care SA policies and work directives

- Align with the Baptist Care SA strategic intent and values, including the strategic plan.
- Model and foster behaviours aligned with the Code of Conduct.
- Work harmoniously with Baptist Care employees, volunteers and other stakeholders.

About you

The qualifications you bring

- Tertiary qualification in Social Work, Counselling or Psychology

The experience you bring

- Experience leading teams effectively
- Experience delivering effective therapeutic programs with clients recovering from substance dependency.

The competencies (knowledge, skills and behaviours) you bring

- A deep understanding of complex client needs and behaviours, including the comorbid nature of AOD addiction, mental health, and trauma
- Highly relational and non-judgmental, with an ability to relate effectively with young people and their families/circle of support
- A comprehensive knowledge of experiential learning principles and their application in a client's journey of change
- Demonstrated experience working within a restorative practice framework
- Contemporary knowledge of theories of change and their application/s to supporting young people to make meaningful change in their own lives
- Proven systematic approach to case planning and support with an eye for detail regarding the accurate recording of client data

Other specific employment requirements

- A current and valid DHS: Child-Related Employment Screening/WWCC
- National Police Clearance as per the Background Screening Check Policy
- Training – Safe Environments for Children and Young People
- A valid NDIS Worker Screening Check
- Training – Apply First Aid (min HLTAID012)
- Ability to work outside of normal office hours
- Ability and willingness to travel within South Australia as required
- A valid full South Australian drivers' license (C Class)

Desired Requirements

- Promote good relations and practices towards different minority groups that support equality, diversity, and inclusion.
- Previous experience in a faith based, community services environment.
- Aboriginal and Torres Strait Islander peoples are encouraged to apply.

Your confirmation of acceptance:

By signing below, I accept that I have read and understood this position description and that I agree I am able to undertake all aspects of this role.

Employee signature: _____ Date: _____

Employee name: _____

Monitoring, evaluation and review

Status:	Approved	Control:	People and Culture
Approved by:	Tobin Hanna	Version:	2.0
Effective Date:	February 2024	Review Date	February 2027