

# Position Description

Lead Therapist

Intensive Outpatient Program



**Butterfly**  
Foundation for Eating Disorders

# MISSION STATEMENT

The Butterfly Foundation (Butterfly) is Australia's largest not for profit organisation dedicated to supporting people with eating disorders and negative body image and the people who care for them.

## VISION

To live in a world that celebrates health, well-being and diversity.

## MISSION

The Butterfly Foundation is dedicated to bringing about change to the culture, policy and practice in the prevention, treatment and support of those affected by eating disorders and negative body image.

## OBJECTIVES

In using a collaborative approach to identify, build and facilitate strategic partnerships, to:

- Promote positive body image and associated healthy behaviours;
- Encourage hope and help-seeking through education and awareness;
- Advocate excellence and consistency in the culture of care and support for people with eating disorders, and encourage a better understanding of the complexities of eating disorders and the need for a compassionate, flexible and holistic response;
- Educate and connect the community, health providers, government and other support agencies to assist in excellence and consistency in the culture of care;
- Facilitate the development of effective models of prevention and care for people at risk of or with eating disorders;
- Operate a financially sustainable national foundation for future generations;
- Increase access for all people with lived experience of an eating disorder and carers in Australia to effective treatment and support; and
- Ensure that everyone in the Butterfly team feels recognised for their skills and experience, is fully engaged and supported in making their contributions and that the organisation is providing opportunities for professional growth and development.



## 1. Purpose of the Role

The purpose of this role is to provide leadership to staff delivering the therapy within the IOP and Youth Program including; clinical supervision, advice and mentoring and development of resources. The Lead Therapist will ensure all activities delivered remain consistent with the philosophy and approach of the programs designed by Carolyn Costin.

The position of Lead Therapist reports to the Head of Clinical & Prevention Services as part of the Clinical & Prevention Services Team.

### **Overview of Butterfly's Outpatient Treatment Programs:**

The Butterfly Foundation's Outpatient Treatment Programs represent a different approach to eating disorder treatment in Australia. Their unique approach includes:

- Belief that eating and exercise disorders are illnesses which, when treated correctly, can result in full recovery, where the individual can resume a normal healthy relationship with food and activity.
- Being able and willing to practise 'truth without judgement' - i.e. being honest with clients and challenging them without any negativity or judgment.
- Belief that, in healing eating and exercise disorders, we must engender purpose and meaning in our clients' lives.
- Belief that focusing on eradicating the disorder is not enough. We must help clients find things to replace the disorder, motivating them to get better in order to enjoy what life has to offer.
- Being able and willing to 'bring oneself' openly and flexibly to the therapy room.

There are two Butterfly outpatient treatment programs at Butterfly House, Crows Nest.

1. Butterfly's Intensive Outpatient Program (IOP) - The Butterfly Intensive Outpatient Program (IOP) is a treatment program inspired by the work of Carolyn Costin. The program has been developed for people with busy lives who are in need of extra support with their eating disorder. It is also suitable for those who have recently been discharged from an inpatient or day program. The IOP aims to empower each person's healthy self and instil a strong belief in the hope of recovery.
2. Butterfly's Outpatient Program for Young People – Butterfly's Youth Program has been designed for 14 to 24 year olds who have the early signs and symptoms of an eating disorder and/or disordered eating. It is a 10-week group therapy treatment program that addresses core psychological and physiological factors of an eating disorder. The primary treatment approach is CBT-E, as developed by Christopher Fairburn.

The team has responsibility for delivering the Butterfly IOP and Youth Program and, in doing so, to create a safe, supportive and recovery-focused environment for eating disorder sufferers and their families and support structures, in order to empower them to work towards recovery. The team is responsible for providing meal support, group therapy and psycho-education to people experiencing eating disorders and their families, for ensuring that all clients are effectively care managed by professionals in the community and for imparting relevant information pertaining to eating disorders and issues relating to disordered eating, body image and other relevant concerns. This includes being able to offer appropriate referrals when necessary.

## 2. Accountabilities & Responsibilities

### Therapeutic Leadership:

- Attend IOP team meetings and actively lead discussions in relation to client contracts, program planning and issues relating to the delivery of the program.
- Ensure that counselling, advice, group-work and support are provided in an appropriate, safe, caring and compassionate manner by all therapy staff.
- Provide leadership to staff delivering therapy within the IOP including:
  - Clinical supervision.
  - Advice and mentoring.
  - Sharing resources, updated protocols and processes, issues with clients.
  - Deciding on appropriate action to handle problems or issues arising during program sessions.
  - Monitoring performance of therapy staff in the delivery of the program.
- Responsible for the collection, analysis and interpretation of clinical diagnostic measures for all Butterfly treatment program clients

### Service Delivery:

- Direct provision of clinical therapy and meal support therapy, psychoeducation about eating disorders and advice to eating disorders sufferers in a group setting, following Butterfly Intensive Outpatient Program policies and procedures.
- Advise, counsel and educate clients and carers on an individual and group basis to provide strategies to help patients develop healthy living practices, reduce disordered eating and move towards healthy, mindful, intuitive, flexible and relaxed eating practices.
- Ensure maintenance of high quality and timely therapy and case management records following IOP procedures.
- Liaise directly with health professionals and services involved in the management of clients in the program, including emergency services if required.
- Monitor day-to-day risk management for the program and maintain appropriate registers for critical events.
- Participate in professional development and maintain currency of professional knowledge and skills.

### Service Development

- Support and/or undertake program evaluation activity, quality improvement and service development with particular focus on the delivery of IOP and the outcomes achieved for clients.
- Prepare reports on clinical aspects of the program for senior management, CEO and Butterfly governance committees as required.
- Provide advice to the senior management team members on professional clinical matters pertaining to eating disorders clinical treatment and the experience of the IOP program.

### 3. Selection Criteria

To be successful in this position, the post-holder will need to be able to demonstrate the essential qualifications, skills and knowledge listed below. In addition, the desirable skills, knowledge and behaviours listed will be beneficial to success in this position.

#### Essential:

- Qualifications: Minimum level normally acceptable is an honours degree (or equivalent) in psychology, counselling, occupational therapy, social work or similar; to be within fifth or sixth year of obtaining relevant qualifications, plus registration or provisional registration with a professional body (e.g. AHPRA, PACFA). Candidates with higher level qualifications and/or more advanced experience are also encouraged to apply.
- Direct experience working with adolescents and young adults experiencing eating disorders.
- Direct experience leading a team of clinicians working with people with an eating disorder and/or other mental disorder in a counselling/support/therapeutic role.
- A sound understanding of eating disorders and disordered eating, body image and related issues and of their impact both on the individual experiencing the issue and on their families, friends, partners and other carers.
- A comprehensive understanding of other mental health conditions commonly co-morbid with eating disorders, and an ability to provide leadership and further referrals with respect to these areas (depression, anxiety, obsessive-compulsive disorder).
- Experience in support group facilitation and/or direct experience as a group facilitator for an eating disorder support or therapy group operating within a community health framework, coupled with an ability to manage difficult and challenging group dynamics.
- Experience in handling swiftly changing circumstances and in responding quickly and competently in the event of a crisis (e.g. suicide ideation, self-harm, medical emergency).
- A good understanding of ethical and best practice principles for the treatment, counselling and support of people with eating disorders. Also a clear understanding of professional boundaries, confidentiality and privacy principles and practices.
- Ability to eat in a healthy, relaxed, flexible manner in the company of others, and to model an appropriate relationship with food.
- Demonstrated ability to be a team player, developing and maintaining effective and harmonious working relationships with colleagues.
- Demonstrated ability to be thorough, methodical and organised.
- Possess a current First Aid Certificate.

#### Desirable:

- Experience in a similar not-for-profit or charitable NGO environment.
- Flexibility to adjust to changing circumstances.
- Willingness to go the extra mile.
- Driven to continually extend own learning and development.
- The desire to make a difference.

## 4. Other Requirements

### At all times:

- Conduct yourself in a professional manner.
- Strive to act in accordance with the vision, mission and objectives of Butterfly and to do all possible to assist Butterfly in achieving its aims.
- Follow Butterfly's policies and procedures.
- Follow/participate in occupational health and safety measures.
- Act considerately around the workplace and have regard for the well-being of fellow staff, volunteers and our service users.
- It is a requirement of all positions at Butterfly that the person has a Working With Children Check clearance (pass).
- It is a requirement that all clinically qualified employees submit proof of registration with a recognised professional body on commencement with Butterfly and undertake to keep Butterfly informed of any changes to their registration.
- All our clinical staff are expected to have the ability to eat in a healthy, relaxed, flexible manner in the company of others, and to model an appropriate relationship with food.

### Values:

All staff should be aware of and actively uphold the Butterfly values:

- Compassion
- Commitment
- Collaboration
- Initiative
- Excellence
- Integrity