POSITION DESCRIPTION
Therapist, Treatment Services

Mission statement
Butterfly Foundation (Butterfly) is Australia’s national charity for eating disorders and body image issues, providing a voice for those affected and the people who care for them. Eating disorders are severe and complex mental illnesses with physical complications, and the medical, psychological, physical and social consequences can be long term and for many, life threatening.

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

Mission
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
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.
Provide treatment and support services.
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.
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.
Purpose of the Role

The purpose of this role is to provide group therapy, individual support, meal support, and psychoeducation to eating disorders sufferers and their carers. The therapist will work with clients to provide strategies and address process issues which will help clients develop healthy living practices, reduce disordered eating, and move towards healthy, mindful, intuitive, flexible and relaxed eating practices.

The therapist will ensure all activities delivered are in line with the philosophy and approach of the programs and in line with Code of Ethics of their professional body.

Reporting to the Butterfly Treatment Programs Team Leader, this position is part of the Clinical Services team.

Overview of Butterfly’ s Outpatient Treatment Programs

The Butterfly Foundation’s Outpatient Treatment Programs provide a recovery-oriented 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 motivate clients 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.

Currently, Butterfly outpatient treatment programs include:

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 18 to 24 year olds who have the early signs and symptoms of an eating disorder and/or disordered eating. It is a 12-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 carers, 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.
Accountabilities & Responsibilities

1. Service Delivery:
   - Direct provision of group therapy and meal support to clients with eating disorders and their carers.
   - Advise, counsel and educate clients and carers on an individual or group basis and provide strategies to help clients develop healthy living practices, reduce disordered eating, and move towards healthy, mindful, intuitive, flexible and relaxed eating practices.
   - Maintain high quality and timely client records using the electronic patient management database.
   - Liaise directly with health professionals in other services to discuss client care as appropriate and emergency services if required.
   - Support and / or undertake program evaluation, quality improvement and service development, as part of the team and within any framework specified by the Butterfly Foundation and/or the Clinical Advisory Committee.
   - Act as a resource person on professional matters pertaining to eating disorders outpatient clinical treatment.
   - Attend and actively contribute to team meetings; participate in training, informal and formal, and maintain currency of professional knowledge and skills through continuing professional development.
   - Actively support and assist with training of less experienced clinical staff and students/clinical volunteers as required (based on level of own experience).
   - Assist with update of client and health professionals databases, client record maintenance and other administrative tasks associated with the program.
   - Conduct intake assessments and work with clients to safely discharge from programs including:
     - Intake and discharge summaries to GPs/external treating team.
     - Receive referrals and arrange intake assessments.
     - Liaise with Team Leader regarding prospective client suitability.
     - In liaison with other therapists, maintain client waitlist database and maintain regular contact with those awaiting admission to the program.
     - Arrange discharge planning and suitable step down/step-up care for clients exiting the program.
   - Set up and pack down of the treatment space in Butterfly House as required.

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

- Tertiary qualifications in psychology, social work, occupational therapy, or other relevant field & registration with relevant professional body (e.g. AHPRA, PACFA).
- Direct experience of working with people, in particular adolescents and young adults, with an eating disorder and/or other mental disorder in a therapeutic role.
- A sound understanding of eating disorders and disordered eating, body image and related issues (including comorbidities) and of their impact both on the individual experiencing the issue and on their families, friends, partners and other carers.
- Experience of facilitating therapeutic group programs, coupled with an ability to manage difficult and challenging group dynamics.
- A capacity and willingness to work within the programs philosophies, combining concepts from different theoretical models and applying them adaptively and flexibly.
- Ability to eat in a healthy, relaxed, flexible manner in the company of clients, and to model an appropriate relationship with food.

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• Ability to adapt to changing circumstances and to respond quickly and competently in the event of a crisis contact (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.
• Demonstrated ability to be a team player, developing and maintaining effective and harmonious working relationships with colleagues.

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.

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) and Police check.

Values

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

• Compassion
• Commitment
• Collaboration
• Initiative
• Excellence
• Integrity

Butterfly acknowledges Aboriginal and Torres Strait Islander people as Australia’s first people and traditional custodians.

Butterfly is committed to embracing diversity and welcomes all people irrespective of body shape and size, ethnicity, faith, age, sexual orientation and gender identity. More information about our commitment to reconciliation, diversity and inclusion is available here: https://butterfly.org.au/who-we-are/reconciliation-inclusion/.