

# Position Description

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| <b>Title</b>           | Mental Health Clinician                        |
| <b>Business Unit</b>   | Headspace / AOD, MH, Carer Services & Tasmania |
| <b>Location</b>        | 77 Hamilton Street, Horsham                    |
| <b>Employment type</b> | Full Time, Maximum Term                        |
| <b>Reports to</b>      | Team Leader, Clinical Services                 |

## About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills, and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

**Our purpose:** To inspire people, enliven communities and confront injustice

**Our values:** We are imaginative, respectful, compassionate and bold

## About headspace

Headspace provides counselling and support to young people from 12 - 25 years. The centre is a safe zone for young people to access support for mental health, physical health (including sexual health), alcohol and other drug services, as well as work and study support. The service covers issues such as relationships, bullying, anxiety, depression, substance use and uncertainty about future plans.

headspace is committed to embracing diversity and eliminating all forms of discrimination in the provision of health services. headspace welcomes all people irrespective of ethnicity, lifestyle choice, faith, sexual orientation, and gender identity.

headspace promotes and encourages a Family and Friends Inclusive and Participation Practice focus which is integrated into headspace Horsham's services framework approach.

headspace Horsham is operated by Uniting Wimmera. All headspace centres are funded by the Australian Government Department of Health. Administration of funding is carried out by the local Primary Health Network, in this case, Western Victoria Primary Health Network.



## Position Description

### Mental Health Clinician

#### 1. Position Purpose

The **Mental Health Clinician** will provide clinical mental health services and deliver a range of activities within headspace Horsham. The role is critical in providing direct consultation and contribute to the clinical governance structure for the assessment, and delivery of services for young people relevant to quality and safety standards. The role will work closely alongside the Team Leader Clinical Services, Senior Clinical Advisor and all other clinicians to provide best practice outcomes for young people using centre services.

The Mental Health Clinician will be responsible for:

- Providing advice, secondary consult and support to the headspace Horsham staff;
- Holding a full case load, providing best practice clinical assessments and treatment;
- Youth engagement, screening, counselling, referral, advocacy, and care coordination; and
- Promoting linkages between primary and tertiary care, vocational/educational and social recovery sectors

The Mental Health Clinician works under the supervision of the Team Leader Clinical Services and will be an integral part of the headspace team.

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#### 2. Scope

**Budget:** Nil

**People:** All staff at headspace Horsham

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#### 3. Relationships

The position holder will be required to develop and maintain positive and effective working relationships with a broad range of people and organisations. They must positively represent headspace to the public, community, government and other organisations.

##### Internal

- Other members of the headspace team
- Team Leader Clinical Services headspace Horsham
- Senior Clinical Advisor
- Team Leader Centre Operations headspace Horsham
- All Clinical Staff
- Senior Manager AoD, Mental Health and Disability (Wimmera)
- Other Uniting Wimmera staff

##### External

- Consortium
- headspace National
- Western Victoria Primary Health Network
- Tertiary services
- Other community organizations
- Schools
- Employment agencies
- Mental Health Service Organisations

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#### 4. Key Responsibility Areas

##### Service Delivery

- Conduct evidence based and/or best practice clinical assessments and treatment.
- Travel to outreach locations as required.

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### Mental Health Clinician

#### Leadership and Management

- Responsibility for the design and operationalisation of the clinical governance processes to support the headspace service delivery.
- Provide secondary consult for the headspace team, to ensure safe and effective care.
- Provide clinical mental health supervision and secondary consult to all staff including intake and assessment, case review, client allocations, referrals and escalation of care and interagency collaboration for people with acute and complex needs.
- In collaboration with the Team Leader Clinical Services and Senior Clinical Advisor, monitor and lead the ongoing delivery and improvement of a high standard of evidence-based care to clients, including appropriate counselling and therapeutic services across the mental health spectrum.
- Provide considered advice and relevant information to staff on engaging the clients' families, and advocate on their behalf regarding access to services when required.
- Build relationships and governance structures with Uniting, consortium members and external stakeholders (including but not limited to Tertiary Services) to ensure effective functioning of the headspace centre, enhanced opportunities for young people and strong referral pathways.

#### Reporting

- Ensure accurate, timely and effective communication and reporting processes are followed to meet statutory, organisational and funding body requirements.
- Ensure the collection of all relevant data in order to measure deliverables and continuously improve and evaluate the delivery of services at the headspace centre.

#### Quality and Risk

- Contribute to the vision, strategic planning, and relevant policy development for the headspace centre and actively participate as a member of the management team.
- Work with the Clinical Lead to develop and review clinical governance documents and processes.
- Ensure compliance with relevant quality and safety professional and healthcare standards.
- Identify clinical risk issues and areas for improved clinical outcomes.
- Identify and adapt best practice benchmarking indicators to the delivery of services.
- Foster and promote a continuous learning environment that responds to the needs of services.
- Identify and assist in the solution to any communication and workflow problems observed by suggesting improvements and enhancements to existing systems and processes in accordance with headspace and Uniting procedures.
- Identify and participate in personal development that ensures the continuing high delivery of services.
- Actively participate in regular supervision and annual performance plan reviews.

#### Personal Accountability

- Demonstrate and maintain personal competency in the performance of high quality clinical and technical skills through involvement in direct service delivery.
- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.

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- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
  - Based on a relationship with a current member of Uniting's workforce
  - Based on my ongoing work with another organisation.
- Other duties consistent with the position where required and/or requested by management from time to time.

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## 5. Person Specification

### Qualifications

- Tertiary level qualifications in an allied health discipline including social work, psychology, counselling, Mental health nursing, Occupational therapy or equivalent.
- In addition to tertiary qualifications, Social Workers, Occupational Therapists and Mental Health Nurses must have completed additional mental health specific training or endorsement in mental health.
- Desirable, current full registration with the Australian Health Practitioner Regulation Authority (AHPRA) or current full membership with the Australian Association of Social Workers (AASW).

### Experience

- Demonstrated experience and advanced level clinical skills in a range of mental health service settings
- Demonstrated experience being accountable for clinical governance structures and service development, with a focus on continuous quality improvement.
- Extensive experience in evidence based and best practice clinical triage, assessment, treatment, referral and case management with specific skills in the early identification of emerging mental health issues and the development and implementation of plans for young people.
- Experience working with clients who have severe and complex mental health issues, as well as young people at risk of suicide and violence.
- Demonstrated experience in the leadership of multidisciplinary teams, including the provision of clinical supervision and the facilitation of clinical case review and performance management processes.
- Proven track record in building and maintaining effective working relationships with a range of internal and external stakeholders.

### Knowledge and skills

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Excellent organisational and time management skills, including the ability to prioritise and manage multiple and competing work tasks and deliver to agreed deadlines.
- Highly developed verbal and written communication skills.
- Exceptional interpersonal skills with the ability to work with a diverse range of people.
- Advanced computer skills including word processing, spreadsheets, electronic recording systems and database applications.
- High levels of professionalism, confidentiality, discretion and the ability to adapt to changing work environments and requirements.
- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- Well-developed knowledge of young people's developmental stages, youth mental health issues, drug and alcohol issues and issues currently impacting on young people's wellbeing.



## Position Description

### Mental Health Clinician

- Operates with a high level of individual integrity, responsibility and professionalism. Has the capacity to be a consistent and reliable role model within the team.
- Demonstrated experience of consulting and collaborating with other professions and networks to improve client outcomes.
- An understanding of rural issues impacting on young people's wellbeing.

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## 6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

**This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.**

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## 7. Acknowledgement

**I have read, understood, and accepted the above Position Description**

### Employee

Name:

Signature:

Date: