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| POSITION TITLE: | Senior Youth Mental Health Clinician |
| POSITION NUMBER: | HS071 |
| POSITION LOCATION: | Warrnambool and Portland |
| CLASSIFICATION: | SCHADS Level 6 (PayPoint will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award) |
| TEAM /DIVISION: | headspace – Health Services Division |
| EMPLOYMENT CHECKS: | Current National Police Check, Working with Children Check and NDIS Worker Screening Check |

OUR ORGANISATION

Brophy Family and Youth Services (Brophy) is a not for profit organisation, with a community based Board of Directors. Our service provides a wide range of family, youth and children services across South West Victoria. We are a multi – site organisation, and employees may be required to work at any of our sites. These sites are based in Warrnambool, Portland and Hamilton.

Brophy values the safety of all children and young people and has zero tolerance for any form of child abuse or harm. We listen to and ensure the participation and empowerment of all children and young people.

The cultural safety of First Nations people is important to us. We seek to maintain a safe environment so the diverse and unique identities of First Nations people are respected and valued.

Brophy actively values and promotes diversity in our community and affirms our commitment to be inclusive and respectful to all, regardless of gender, age, race, sex, sexual orientation, religion, level of ability, cultural or language background.

We welcome people who are LGBTIQA+ (lesbian, gay, bisexual, transgender, gender diverse, intersex, queer, plus other sexual minority identities), and are accredited under the Rainbow Tick Standards for LGBTIQA+ inclusive practice.

Our values are: Social justice, Professionalism, Empowerment, Responsiveness and Partnership.

DIVISION AND PROGRAM OVERVIEW

The Health Services Division at Brophy provides early intervention health and wellbeing and alcohol and other drug (AoD) services for young people across the South-West region of Victoria.

The Health Services Division operates the headspace model across the following programs:

- headspace Warrnambool provides early intervention health services to young people aged 12–25 years, along with assistance in promoting young peoples' wellbeing. This covers four core areas: mental health, physical and sexual health, educational and vocational support, and alcohol and other drug services. We endeavour to promote community awareness and engagement strategies to reduce stigma and encourage early help seeking behaviour.
- headspace Portland is a satellite service governed by headspace Warrnambool, providing an early intervention mental health service to young people aged 12–25 years along with

assistance in promoting young peoples' wellbeing with referral pathways to physical health, educational and vocational support and alcohol and other drug services provided via the DARE program.

- Enhancing Mental Health Support in Schools Program – in allocated schools in the South-West region.
- Youth Enhanced (YES) – an early intervention and recovery focused specialised assessment and treatment service for young people 12–25 years living in Warrnambool who experience mental health problems and at risk of persistent and enduring mental illness, including severe mental illness.
- headspace Work and Study that integrates employment and vocational support with clinical mental health and non-vocational support, for young people engaged in headspace services, who are seeking to enter or remain in education or employment.
- headspace Early Career Program delivers allied health student mental health placements and graduates' employment to headspace Warrnambool providing comprehensive youth mental health education and professional clinical supervision with the aim to increase the number of trained mental health clinicians to deliver headspace services in the future.

AoD programs include:

- Drug and Alcohol Responding Early (DARE) for young people at risk of harm from substance use aged 12 - 25 across the South West Victoria region incorporating WILD adventure therapy interventions for young people aged 12 - 25 at risk of substance use and mental health presentations.

During 2023/24, the Division will establish and launch a headspace Centre in Hamilton. Once established, the Centre will provide services across the four core streams of mental health, physical and sexual health, educational and vocational support, and alcohol and other drug services.

Brophy Family and Youth Services is the Lead Agency for the headspace Warrnambool Consortium and the Portland Advisory Committees as well as the headspace Hamilton Consortium once established.

PRIMARY PURPOSE OF ROLE

- The Senior Mental Health Clinician will be an experienced and innovative professional with considerable knowledge and experience of delivering early intervention youth mental health services and services for young people experiencing mental health difficulties, including young people with mild, moderate, and complex needs.
- The Senior Mental Health Clinician is responsible for engagement, assessment, care planning and delivery to a caseload of young people accessing services under the Youth Enhanced Service (YES). Based on Orygen's Youth Enhanced model of care, YES provides support to young people experiencing complex mental health issues that are impacting their functioning. YES provides high intensity services for young people who find it harder to engage with traditional mental health services, and/or who may require more frequent sessions and a duration of care of up to 12 months.
- Central to the role is ensuring the program model and service plan deliver flexible approaches including home-based care, outreach, streamlined step-up/step-down from public mental health services as required, access to appropriate community supports, continuing care management and psychological interventions.
- The role will assist the Senior Clinical Services Manager in the effective coordination of the YES program and provide mentoring, guidance and secondary consult to the YES Navigators to ensure effective, evidence-based services are provided to young people and their Family & Friends.
- The Senior Mental Health Clinician will have experience of delivering evidence based psychological interventions and will also maintain a small client caseload delivering high quality psychological

interventions across a range of other funding streams including MBS and Enhanced Mental Health in Schools.

- The Senior Youth Mental Health Clinician will be responsible for the delivery and evaluation of a range of treatment responses, including group work, family programs and Family & Friends support, and incorporate community education and awareness with the aim to increase community literacy and reduce the risk of young people developing severe mental illness.
- The role will support clinical decision-making around assessment, treatment, and effective and efficient service delivery to ensure that mental health service provision is youth friendly, culturally appropriate and family inclusive to meet the needs of young people's mental health and wellbeing needs and will contribute to continuous review of evidence-based and innovative clinical services which promote the delivery of services that are of the highest quality.
- The Senior Mental Health Clinician will provide quality support and clinical supervision, including secondary consultations, to a multidisciplinary team, including students and graduates, to support the provision of safe, evidence-based best practice in accordance with Brophy's clinical governance systems and service standards to ensure youth friendly, culturally appropriate and family inclusive services are delivered and aligned with young people's mental health and wellbeing needs.
- The Senior Youth Mental Health Clinician will support the Senior Clinical Services Manager and Clinical Educator in staff development, orientation, and training.
- The Senior Youth Mental Health Clinician will deputise for the Senior Clinical Services Manager in their absence.
- This position is required to establish appropriate community contacts, develop and maintain professional working relationships with a broad range of stakeholders and funding partners in the provision of the program's services to achieve improved outcomes for clients.

ORGANISATIONAL RESPONSIBILITIES AND ACCOUNTABILITIES

The Senior Youth Mental Health Clinician will work as a member of the headspace clinical team, which operates as part of a multi-disciplinary headspace team, to facilitate access to and delivery of early intervention health services.

They will liaise with multidisciplinary team members, Brophy program workers and established service partnership contacts; maintain professional working relationships in the provision of the program to achieve improved outcomes for young people.

A commitment to deliver excellent customer service to a diverse range of young people who are at risk of physical, mental health, AoD, and vocational problems is required, along with the ability to negotiate, consult and liaise within a multidisciplinary team environment and other partnership contacts is key to this role.

The role requires the ability to travel throughout South-West Victoria region.

This role requires the ability to make sound decisions, in some instances in crisis or stressful situations, whilst maintaining confidential and professional boundaries.

REPORTS TO

The position reports to and is supervised by the Senior Clinical Services Manager.

KEY RESPONSIBILITIES

Personal and Professional

- Embrace Brophy's commitment to child safety and wellbeing and demonstrate this through practice that reflects equity and inclusion, cultural safety and ensuring the safety and wellbeing of all children and young people.
- Demonstrate a commitment to ongoing skill development and training relevant to the role both personally and professionally.
- Participate in supervision, secondary consultation within scope of practice and professional development as negotiated with Line Manager.
- Participate actively in team meetings, team planning days and agency activities to ensure an integrated approach to service delivery.
- Participate in all core training to ensure integrity of the agreed model of service delivery.

Technical Skills

- Deliver a range of psychological interventions including individual therapy, group work, and family work to a caseload of young people aged 12-25 across a range of funding streams including Youth Enhanced Services (YES).
- Provide coordination, support, consultation, and expertise to staff in the delivery of Youth Enhanced Services for young people with complex mental health difficulties and to clinical staff providing early intervention mental health care.
- Demonstrate and maintain personal competency in the performance of high quality clinical technical skills through involvement in direct service delivery.
- Facilitate, mentor, and support the use of creative and assertive approaches to engage young people and their Family & Friends to seek help early to support their health needs.
- Develop and undertake regular review of wellness plans with young people and their families to support safe and coordinated transition of care according to the changing needs of each young person.
- Ensure the YES team provide interventions that are evidence-based, effective and within an approved scope of practice.
- Ensure services provided are supported by use of appropriate outcome measures.
- Ensure clinical documentation is timely and effective in meeting required standards.
- Contribute to clinical case review meetings.
- Provide clinical supervision to early career clinicians as required.
- Participate actively in supervision, team meetings, team planning days and agency activities to ensure an integrated approach to service delivery.
- Act as Line Manager as required.
- Deputise for the Senior Clinical Services Manager in their absence.
- Ensure you and staff that you supervise comply with legislation, standards, policies, practices and procedures relevant to the program area and BFYS clinical governance systems.
- Ensure a professional and ethical standard of care and service provision according to the philosophy of Brophy Family and Youth Services.
- Liaise appropriately with other workers, schools, youth programs workers to advocate on behalf of young people who are accessing headspace services.
- Contribute to the development and facilitation therapeutic group programs to support young people's access to services and transitional pathways to achieve their goals.
- Participate in client allocation and review processes to ensure coordinated access to service pathways.
- Contribute to data collection and reporting in line with funded program requirements.
- Represent headspace at local youth network meetings as delegated.
- Ensure you have access to and comply with legislation, standards, policies, practices and procedures relevant to the program area.

- Ensure a professional standard of care and service provision according to the philosophy of Brophy Family and Youth Services.

Customer Service

- Promote the program's services and the Agency throughout the region.
- Develop and maintain effective working relationships with a broad range of stakeholders and services, across a variety of sectors to ensure an integrated and collaborative approach that supports positive client outcomes.
- Demonstrate an awareness and practice in response to the diverse needs of clients.
- Demonstrate an understanding of rural communities and the issues they face.

Continuous Quality Improvement

- Seek regular consumer feedback regarding the effectiveness of the programs services as part of BFYS Clinical Governance Framework.
- Participate in program evaluation activities that promote advantaged thinking and contribute to improved outcomes for clients.
- Participate in and contribute to BFYS quality improvement processes and other activities to meet service and accreditation standards.

Team Work and Communication

- Support a positive team approach across the program area, Agency and with other service providers and partners.
- Manage conflict and disputes in a professional manner and in accordance with Brophy policy and procedures.
- Promote effective team communication and development by working professionally and co-operatively with all stakeholders to achieve the Agency's objectives.
- Participate in the development of consumer participation activities within your team and Agency.
- Undertake other appropriate duties as directed by the Line Manager.

Administration and Documentation

- Take responsibility for accurate, confidential and timely case-noting, record keeping, filing and general maintenance of client information, in accordance with relevant program and agency requirements and standards.
- Ensure all relevant program planning, documentation; evaluation and reporting are completed in a timely and accurate manner.
- Ensure all relevant policies and procedures are implemented and adhered to, including the complaints handling procedures and methods for responding to critical incidents.

GENERAL RESPONSIBILITIES

- Adhere to Brophy's Employee Code of Conduct, and internal policies and procedures.
- Embrace and abide by Brophy's Child Safety and Wellbeing Policy.
- Actively participate in all required supervision, annual performance management process, professional development and training activities.
- Participate in and contribute to Brophy Family and Youth Services quality improvement process and other activities to meet service and accreditation standards.
- Participate and contribute to the culture of a Learning Organisation environment.
- Maintain a healthy and safe work environment including supporting the monitoring and management of risk and WHS systems.

- Participate in the development of consumer's participation activities within your program and Brophy.
- Act on any incidents of racism or discrimination.
- Demonstrate and commit to Brophy's organisational values and model these daily.

This position description describes in general terms the requirements for this position to operate on a normal day to day basis. However, these duties maybe amended or varied from time to time, within the normal capacity of the role without changing the level of responsibility.

KEY SELECTION CRITERIA

Qualifications

Essential

- Current full registration with the Australian Health Practitioner Regulation Authority (APHRA) or Australian Association of Social Workers (AASW)
- A current Drivers Licence.

Desirable

- A minimum of 3 years post-qualified experience in clinical mental health service provision.
- Current eligibility and/or registration to provide discipline specific supervision to psychologists, social workers or occupational therapists, or be eligible to be trained to provide supervision at the time of employment.
- Current eligibility as an Allied Mental Health Professional to provide Medicare funded psychological therapies, or willingness and ability to achieve accredited status.

Experience, Skills and Abilities

The successful candidate will have the best combination of the following characteristics:

- Demonstrated experience and advanced skills in delivering mental health interventions in a range of mental health settings to young people experiencing mild, moderate and complex mental health presentations.
- Advanced clinical skills in managing young people at risk, including suicide and violence risks.
- Demonstrated experience in the provision of clinical supervision and skill development, including secondary consultations.
- A broad understanding of the mental health service system in the state and national reforms, and knowledge of relevant legislation.
- Proven track record in building and maintaining effective working relationships with a range of internal and external stakeholders.
- Excellent organisational and time management skills, including the ability to prioritise and manage multiple and competing work tasks and deliver to agreed timelines.
- Demonstrated knowledge and understanding of the appropriate legislation, case management practice, and the ability to adhere to policy and procedures.
- Excellent communication, written and interpersonal skills including the ability to demonstrate experience in liaising with a diverse range of clients.
- Ability to maintain positive, effective working relationships with colleagues, peers, and relevant stakeholders in a wide range of government, business and community organisations.

- Ability to use Microsoft office suite of products, along with experience in electronic databases and case file noting.

AUTHORISED BY

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POSITION: Executive Manager – Health Services
DATE: February 2024