

POSITION TITLE:	Senior Mental Health Clinician
POSITION NUMBER:	HS024
POSITION LOCATION:	Warrnambool
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:	Clinical Team (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 AoD services for young people across the South-West region of Victoria.

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 region incorporating WILD adventure therapy interventions for young people aged 12 - 25 at risk of substance use and mental health presentations.

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 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.

During 2023, 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.

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 for young people experiencing a wide range of mild to moderate mental health presentations.

The role will deliver a caseload of high quality, evidence based psychological interventions across a range of funding streams operating under the headspace stepped care service model and bring creative and assertive approaches to engage young people to seek help early to support their needs.

The role will provide quality support and clinical supervision, including secondary consultations, to a multidisciplinary team who deliver therapeutic interventions, 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 role will support clinical decision-making throughout the client journey to ensure effective and efficient service outcomes by operating as a primary contact for contracted private practitioners and staff, as allocated, who require clinical secondary consults.

The role will assist the Senior Clinical Services Manager in staff development, orientation and training activities and contribute to the development and implementation of pathways for students and graduates, to develop their required skills and competencies.

The role will drive a continuous improvement culture through ongoing review and evaluation of feedback systems, clinical outcomes and therapeutic group programs to measure the effectiveness of services and outcomes for young people and their family and friends.

As this position regularly engages with external stakeholders, the incumbent must be able to work collaboratively with others, maintain professionalism and actively promote Brophy Family and Youth Services to the region.

The role will actively contribute to team meetings, team planning days and agency activities to ensure an integrated approach to service delivery.

ORGANISATIONAL RESPONSIBILITIES AND ACCOUNTABILITIES

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 through effective integrated care pathways that evidence improved outcomes for young people and continuously improve the development of the headspace service model in response to service demand – the position will require regular travel throughout the region to deliver services; support and supervise headspace Portland and outreach service teams.

Also required is to work autonomously, with a high level of accountability in delivering clinical interventions and supporting a multidisciplinary team to deliver headspace services in the region in accordance with quality frameworks, funding requirements and BFYS clinical governance and accreditation frameworks.

The position will be accountable for secondary consultations provided to private practitioners and staff operating under the headspace model.

REPORTS TO

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

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.
- Deliver and participate in supervision, secondary consultation, reflective practice and professional development as negotiated with Line Manager.
- Provide mentoring, support and consultation to program staff to promote advantaged thinking practices.
- Participate in the Performance Management process as required.

- Demonstrate a commitment to ongoing skill development and training relevant to the role, both personally and professionally.
- Provide leadership during crisis and stressful incidents and monitor staff wellbeing.
- Ensure compliance with the relevant program Service Standards and Brophy's clinical governance and quality frameworks.
- 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 an allocated caseload of clients with mild to moderate mental health needs across the headspace stepped care model.
- Provide support, consultation and expertise to clinical staff and private practitioners in the delivery of early intervention mental health care, and services for young people experiencing mild to moderate mental health difficulties and their families
- Demonstrate and maintain professional competency in the performance of high-quality clinical skills through involvement in direct service delivery and continuous review of clinical outcomes.
- Contribute to staff development, orientation and training activities.
- Support and supervise the development and implementation of pathways for students and graduates, to develop their required skills and competencies.
- Develop client lead care planning and review processes throughout the client journey to ensure effective clinical and client outcomes.
- Ensure the involvement of young people and families or significant others are central to safe and coordinated transition of care planning.
- Contribute to and support other staff contribution to clinical case review meetings.
- Ensure clinical documentation is accurate, timely and meets required standards.
- Provide service outcome reports, in a timely manner to contribute to quality and service improvements.
- Participate actively in team meetings, team planning days and agency activities to ensure an integrated approach to service delivery.
- Ensure compliance 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.
- Deputise as Clinical Lead as required.

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 and review 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

- Lead and promote the development of a learning culture within the program team that fosters and drives improved client outcomes.
- Contribute to team meetings and team planning days.
- Lead in ways which capture, communicate and share innovative ideas and practices.
- Model appropriate leadership behaviours to all workers across the Agency.
- Develop, support and maintain 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

- Ensure best practice and professional standards for written correspondence including that produced by supervisees.
- 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

- Qualifications in social work, psychology, mental health nursing, occupational therapy.
- Current full registration with the Australian Health Practitioner Regulation Authority (APHRA); Australian Association of Social Workers (AASW) or other Allied Mental Health Professional registration authority.
- A current Drivers Licence.

Desirable

- Current eligibility as an Allied Mental Health Professional to provide Medicare funded psychological therapies.

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 to moderate 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
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