



POSITION DESCRIPTION

Title of Role:	Aboriginal and Torres Strait Islander Clinician	Classification Level:	SCHCADS 5
Business Unit:	Headspace	Type of Appointment:	Fixed term
Division:	Access Team	Position Number:	
Award Type	SCHCADS	FTE:	0.5-0.9 FTE considered

YSAS Vision

A community where all young people are valued included and have every opportunity to thrive.

YSAS Purpose

To enable young people experiencing serious disadvantage to access the resources and support they require to lead healthy and fulfilling lives.

YSAS Values

Honesty	We are impartial and authentic in our practice and in how we relate to colleagues within and outside of our organisation.
Empowerment	We create a positive environment for staff and young people to make valuable contributions.
Accountability	We set high standards and we are answerable for our decisions and actions.
Respect	We respect the rights of others and treat others as we would like to be treated.

Child Safety

YSAS is a Child Safe organisation. We actively promote the safety and wellbeing of young people, and are committed to protecting young people from harm or abuse who come into contact with and/or access our service. Applicants must undergo rigorous screening and recruitment processes, including providing evidence of current WWCC and National Police Check prior to commencing employment.

Position Purpose

This position will work as part of a multidisciplinary team responsible for coordinating the support, treatment and care; within headspace Collingwood for Aboriginal and Torres Strait Islander young people aged 12 – 25 years. This position ensures that the service performs as a best practice example and that the care delivered to young people is of the highest possible standard. The Aboriginal and Torres Strait Islander Clinician must be an energetic and enthusiastic clinician, capable of working within headspace Collingwood model to develop and deliver this service within the community and providing greater links and health care access to the target age group. This role encompasses intake, assessment, support and referral out to viable services, as well as the capacity for clinical intervention for young people seeking service at headspace Collingwood.

The objective of this position is to provide a specific Indigenous Clinician who can be responsive to young people from Aboriginal and Torres Strait Islander backgrounds. The Aboriginal and Torres Strait Islander Clinician will have the capability to respond one on one, to the unique issues that young people from Aboriginal and Torres Strait Islander backgrounds face, including considering intergenerational trauma, alcohol and drug issues and engagement in education or employment.

Reporting Relationships

This role reports into the Senior Clinician.

This role has as direct reports:

- NIL

Key Relationships/Interactions

The primary stakeholders that this role will interact with are:

Clients & their families, GP's, centre based clinicians, allied health contracted staff, various tertiary services, schools, community organisations.

Key Challenges

Incumbents in this role must:

- Work effectively within a team environment consisting of multidisciplinary clinical and non-clinical staff.
- Work to reduce stigma, improve the health outcomes of young people from Aboriginal and Torres Strait Islander backgrounds and enhance young people's engagement in community, education and employment.
- Increase understanding of the impact of mental health issues and provide young people from Aboriginal and Torres Strait Islander backgrounds with a positive experience of help-seeking.
- Work to identify, understand and address the barriers and challenges to access of appropriate service pathways and effective care.
- Work effectively individually; managing your schedule including client and services appointments as well as other commitments related to the role.
- Develop referral networks and pathways for Aboriginal and Torres Strait Islander clients.

Special Conditions

Prior to commencement of employment incumbent must provide YSAS assurance of their:

- Working with Children's Check (WWCC).
- Satisfactory National Police Check (NPC).
- Any relevant required professional registrations (e.g. AHPRA, CPA, AASW etc)
- Driver's licence.
- Copies of all relevant qualifications.

Other relevant role information

- Some out of hours work may be required.
- The incumbent of this role will be required to provide outreach (and in-reaching support) to clients.

YSAS Conditions

All YSAS employees are required to work in accordance with including but not limited to:

- Occupational Health and Safety Act 2004 (Victoria)
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation)
- Fair Work Act (2009)
- Relevant Awards, Enterprise Agreement
- Duty to maintain privacy and confidentiality
- Smoke Free Workplace
- Code of Conduct
- Child Safety best practice

- Other YSAS policies and procedures, which may be amended from time to time.

Responsibilities

This position description provides an indication of the type of duties you will be engaged to perform. You may be lawfully directed to perform any duties that a person with your qualifications, skills and abilities would reasonably be expected to perform. The Aboriginal and Torres Strait Islander Clinician is responsible for:

Key Responsibilities <i>(delete any that are not applicable)</i>	Major Responsibilities	Performance Indicator/Measurement
Direct Service Activities	<ul style="list-style-type: none"> • Ensuring appropriate triaging and monitoring of young people coming through the intake process, via phone and face to face. • Engage young people in early help seeking and provide a coordinated treatment pathway. • Undertake biopsychosocial assessments with young people for services at headspace Collingwood utilising the HEADSS assessment tool. • Provide relevant mental health related information, psycho-education for mental health and drug and alcohol problems, information on services available and how to access these to young people, families and the wider community. • Provide psycho-education, useful online support and other supports for young people who may be awaiting allocation to an Allied Health Practitioners. • Provision of counselling support and information to young people from Aboriginal and Torres Strait Islander backgrounds; • Facilitate the development of basic life skills for young people from Aboriginal and Torres Strait Islander backgrounds; • Facilitate a range of responses that meet the individual's assessed needs; • Where indicated, support and encourage young people from Aboriginal and Torres Strait Islander 	<ul style="list-style-type: none"> • Effective and timely assessment and early interventions are provided for young people and their families; • Ensuring a high level of documentation is maintained within a timely manner from all aspects of service delivery in line with documentation standards; • Contribute to the ongoing development of processes relating to Intake procedures of the headspace Collingwood practice; • Complete administrative tasks, meeting organisational procedures as required. • Provide up to 4 individual sessions to young people per day; • Support young people to improve links with communities and other services; • Promote a safe and friendly environment in order to facilitate the communication to maintain positive relationships; • Provide appropriate linkages with relevant organisations and groups; • Attendance at clinical case review.

	<p>backgrounds to develop links with other services and/or communities;</p> <ul style="list-style-type: none"> • Flexibility to respond to spontaneous or drop in appointments; • Capacity to work outside a structured environment for counselling i.e. outreach to local organisations or schools. • Model appropriate behaviour and facilitate positive communication between young people from Aboriginal and Torres Strait Islander backgrounds; • As required advocate on behalf of young people from Aboriginal and Torres Strait Islander backgrounds; • Facilitate groups for young people from Aboriginal and Torres Strait Islander backgrounds as required; • Other duties as may be reasonably directed by the Manager from time to time, and which are consistent with your position. 	
<p>Service Development & Promotion</p>	<ul style="list-style-type: none"> • Increase mental health literacy among young people, their friends and families and the broader community; • Implement innovative group work and activities which promote early help seeking and/or facilitate engagement with headspace Collingwood; • Facilitate new and innovative processes with local communities and groups to build upon community strengths and assets. Identify priority community issues and develop whole of community responses to the priority issues; • Reduce the stigma and discrimination associated with help seeking for mental health, alcohol or other drug problems or other issues by advocating on behalf of young people with other workers, schools and employers as required; • Other community engagement activities as negotiated. 	<ul style="list-style-type: none"> • As negotiated, work within schools the respective wellbeing teams and relevant teachers to develop and provide increased support to students. • As negotiated work with community organisations to develop and increase support for Aboriginal and Torres Strait Islander young people. • As negotiated, facilitation of weekly group work including, demonstrating well-developed group work skills and demonstrated experience in delivering training.

Referral Networks and Pathways	<ul style="list-style-type: none"> • Provide referral and links to a range of youth services within headspace Collingwood including primary health, drug and alcohol service, vocational and educational support; • Develop and establish collaborative relationships with key stakeholders to enhance service co-ordination; • Collaborate with other support services and community based activities to integrate support and provide optimal service provision; • Provide secondary consultation to internal and external services; • Articulate headspace Collingwood and YSAS relationships based approach with relevant stakeholders; • Attendance at regular stakeholder meetings as required. 	<ul style="list-style-type: none"> • Develop collaborative partnerships with relevant stakeholders; • Develop and maintain formal/informal networks in order to maintain positive relationships;
Team and Culture Building	<ul style="list-style-type: none"> • Foster and facilitate a co-operative team environment which values collaboration to ensure a focus on efficient systems and needs of young people and the wider headspace Collingwood team. • Provide mentorship for members of the wider team with a focus on quality care for young people, risk assessments, evidence based approaches and self management. 	<ul style="list-style-type: none"> • Effective communication processes driven and developed for the headspace Collingwood Team. • Contribute to individual & team work plans including participate in yearly performance reviews. • Contribute to the evaluation practices for service delivery and groups as required. • Attendance of youth community network meetings as agreed.
Compliance	<ul style="list-style-type: none"> • Work within the bounds of relevant legislation/regulations (e.g. Privacy, FairWork, OHS, etc.) and relevant professional codes. • An understanding of and commitment to the ethics and confidentiality issues, particularly in relation to the health and allied health professions. • Ensure compliance with relevant YSAS clinical and administrative policies and guidelines • Contribute to continuous quality improvement of the organisation. 	<ul style="list-style-type: none"> • Ensure all work complies of the relevant legislation/ regulations, YSAS' policies and procedures and other relevant compliance requirements. • Participate in continuous quality improvement activities and assist in ensuring accreditation standards are maintained.

	<ul style="list-style-type: none"> • Work within the headspace framework of early intervention, destigmatisation, diversity, inclusion, and non-discrimination. • Comply with all required data recording per the health records act and NWM PHN contractual obligations. • Comply with relevant privacy and child safe legislation. • Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at headspace Collingwood. • Willingness to continue to develop own clinical knowledge, skills and understanding. 	
<p>Professional conduct</p>	<ul style="list-style-type: none"> • Demonstrated commitment to YSAS organisational values. • Provide highest ethical standards at YSAS: not only to young people in the communities we serve, but to our co-workers and ourselves. • Represent YSAS & headspace Collingwood in a professional manner. 	<ul style="list-style-type: none"> • On every occasion YSAS is represented ethically and professionally.

<p>Qualifications, Skills, Knowledge and Experience relevant to the role</p>
<ul style="list-style-type: none"> • Approved tertiary qualifications in a relevant discipline (such as Psychology, Social Work, Occupational Therapy or other health related disciplines) and eligibility for a membership of the appropriate professional body if required. • Minimum 2 years' experience in youth mental health and/or community work in a mental health context or relevant demonstrated experience in alternative field. • Highly developed report writing skills, record keeping / data management, and word processing and other computer skills. • Current Victorian Driver's Licence. • Current Working with Children Check • A current First Aid (Level 2) certificate is desirable. • The successful applicant will be required to undergo a National Police check. <p>Prospective employees are advised that they must have their Employee "Working With Children Check" as a condition of employment.</p>

Behavioural Capabilities

Descriptors below detail the behavioural capabilities required for performance in the Aboriginal and Torres Strait Islander Clinician. KEY behaviours for this role are listed with the critical behaviours highlighted in **bold**. These behaviours have been drawn from a larger number of relevant behaviours in YSAS's Performance Matrix. This broader group of behaviours are applicable to your ongoing

Category	Level	Behaviours
Strategic Direction	Operational	<ul style="list-style-type: none"> • Supports and communicates YSAS' goals and direction • Translates objectives into practical terms to others • Communicates risks and issues from employees to senior management • Is sensitive to political drivers influencing priorities and decisions • Actively participates in business planning • Reinforces the need for change and innovation in YSAS
Achieves results	Operational	<ul style="list-style-type: none"> • Sets clear expectations around quality of work and timeframes • Monitors progress towards the achievement of goals • Takes responsibility for the delivery of quality and timely results • Ensures solutions are practical and achievable • Prioritises workload effectively and negotiates deadlines where appropriate
Business Excellence	Foundational	<ul style="list-style-type: none"> • Participates in the YSAS Performance Development Review Process • Openly raises issues with manager/supervisor • Seeks guidance/advice from others where necessary • Responds positively to constructive feedback • Actively participates in all necessary training • Looks for ways to improve work practices
Working Relationships	Tactical	<ul style="list-style-type: none"> • Understands the extent for potential to compromise and uses this in negotiation • Consults with relevant stakeholders about changes which may impact on their work • Shares resources to achieve common goals • Actively identifies key internal and external stakeholders and builds rapport with these individuals • Adapts their approach to suit the situation and audience • Understands the needs of others and uses this for motivation • Listens actively and responds in a clear and concise manner
Personal Drive and Professionalism	Operational	<ul style="list-style-type: none"> • Acts in a respectful and professional manner • Shows positivity and honesty • Maintains professionalism and confidentiality when dealing with sensitive issues • Recovers quickly from setbacks and refocuses on the task at hand • Looks for opportunities to engage in personal development • Ensures work practices are undertaken in a safe manner

success in the role.

Key Selection Criteria

1. Demonstrated experience with engaging and understanding the unique issues that young

people from Aboriginal and Torres Strait Islander backgrounds face.

2. Demonstrated ability to develop and implement innovative solutions that are culturally sensitive.
3. Experience in the planning and provision of mental health care including completion of mental health assessments and formulations, risk assessment and crisis intervention/safety planning, psychoeducation and short term/brief interventions to young people experiencing mental health and/or substance use issues, including current evidence-based approaches.
4. Experience or high aptitude in working in an outreach capacity.
5. Demonstrated ability to provide information and educational activities to young people from Aboriginal and Torres Strait Islander backgrounds on the issues associated with mental health.
6. Demonstrated ability to liaise effectively with a wide range of stakeholders, both mainstream and Aboriginal community to provide advocacy, advice, develop appropriate referral pathways and protocols.

Aboriginal and Torres Strait Islander people are encouraged to apply.

This position involves direct engagement with Aboriginal and/or Torres Strait Islander young peoples, and interaction with Aboriginal and/or Torres Strait Islander organisations and communities. Applicants are required to possess the appropriate skills, attributes and experience that enable them to work effectively and sensitively on Indigenous issues and with Indigenous Australians. Aboriginal identity, cultural knowledge and/or connections are integral to this role. This is an Aboriginal identified position.

Incumbent Statement

I accept the PD as acknowledged above and understand that the PD will be reviewed as required. I also understand that the PD may need to be amended occasionally due to variations in responsibilities and organisational requirements. Changes to the PD will be consistent with the purpose for which the position was established.

Acknowledged by occupant	-----	-----	/ /
	(Print name)	(Signature)	
Acknowledged by line manager	-----	-----	/ /
	(Print name)	(Signature & title)	

Job and Person Specification Approval

...../...../..... DELEGATE (GM or Chief)