

Position Description

Lead Psychologist

Scope of role	
Mission	<p>The Lead Psychologist is responsible for leading a Multi-Disciplinary Specialist Team (MDST) in a designated work group. Apart from the Lead Psychologist, the MDST may include the following Allied Health Professionals: Psychologist, Family Specialist, Community Engagement and Learning Officer, Occupational Therapist and Speech Pathologist.</p> <p>The MDST is responsible for conducting rapid assessment and developing and implementing treatment plans for the young people and their families.</p>
Organisational Benefit	<p>Every MDST team member works closely with direct care staff, caseworker and families to lead and supervise the delivery of tailored therapeutic interventions with children and young people who have experienced significant trauma. The decisions they make reflect the needs of the child or young person and are guided by principles of trauma informed care to deliver permanency, safety and wellbeing.</p>

Primary Deliverable & Measures	
<p>Primary accountabilities will include but are not limited to:</p> <ul style="list-style-type: none"> • Lead allied health professionals in MDST to deliver a range of assessment and treatment, as well as working alongside them in delivering services. • Working collaboratively with Senior Therapeutic Specialist and MDST to determine the assessment needs and to develop case formulation of young people in ITTC. • Produce clear and timely assessment reports which provide recommendations for young people’s permanency pathways beyond ITTC. • Develop and implement positive behaviour support plan that enable the young people referred to the ITTC to learn adaptive way of getting their needs met. • Provide therapy and counselling to children and young people in ITTC program when required. • Working with ITTC Care Team staff to develop and oversee the delivery of a range of planned treatments and services including working alongside, & field mentoring, and services delivery. 	<p>The success of these deliverables will be measured by way of:</p> <ul style="list-style-type: none"> • Timely completion of assessments, development of treatment plans and collection of outcome data. • Lead weekly clinical meeting with MDST. • Collaboration with staff in the delivery of interventions. • Supervision, training and support for staff and young people is provided on a regular basis. • Initiate and develop research initiatives across the organisation. • Supportive therapeutic environments are created organisation wide.

<ul style="list-style-type: none"> • Supporting the transition of children and young people including their entry into ITTC and their exit into different programs. • Assessing the needs of children and young people and working in partnership with internal services and external agencies to address them. • Working with the MDST to remain at the forefront of evidence-based practice and research. • Delivering consistent treatment delivery through the training, coaching and supervising other members of the care team in the delivery of appropriate interventions including the development and implementation of treatment plans, restoration, preservation, fostering, adoption, kinship care, and alternative placements. • Delivery time-limited assessment and intervention to FACS clients who are not in ITTC program. • Provide assessment and interventions to broader ITC program when required. 	<ul style="list-style-type: none"> • Young people are consistently involved in developing treatment plan and behaviour support plan. • Timely transition plans are developed with young people whenever changes occur. • Implementation milestones are developed and reviewed. • Group-work sessions are delivered. • Contributes to the organisations Strategic and Operational Planning. • Providing consultation to MDST around their cases. • Participate in peer group supervision.
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Qualifications / Training requirements	Requirement Descriptors
<p>The skills required for the Lead Psychologist to demonstrate success within their role:</p> <p>Qualifications:</p> <ul style="list-style-type: none"> • A tertiary qualification in Psychology. • Fully registered psychologist with a minimum 5 years of professional experience. <p>Experience & Skills</p> <ul style="list-style-type: none"> • Previous experience in working with children and young people who have experienced or are experiencing complex trauma and working with families within the child protection system. • Demonstrated experience in assessing and treating children and young people who have experienced complex trauma. • Demonstrated capacity to coach and mentor staff. <p>Work Requirement:</p> <ul style="list-style-type: none"> • Current and valid First Aid and CPR certification. • Current Working with Children’s Check. • Clear National Criminal History Check. • Unrestricted NSW driver’s licence. • Eligibility to work in Australia. 	<ul style="list-style-type: none"> • Analytical: reviews arguments and takes a systematic approach to creating and presenting new developments • Collaborative: works well with others and engenders a spirit of trust and teamwork • Drive: is able to work to strict deadlines, and ensure contributors stay on track • Resilience: overcomes obstacles, learns from prior impediments and recovers from setbacks through self-development • Self-disciplined: manages their own time effectively and retains a strong work ethic despite distractions and conflicting priorities • Ethical: has integrity and principles reflective of the standards and codes of conduct expected • Client focused: prioritises the needs of clients and is outcomes focused • Stakeholder Management: has collaborative and influential stakeholder management capability.

Role grouping	Specialist	Business unit	Therapeutic Services
Reports to	Senior Therapeutic Specialist	Direct reports	Up to 4
Employment Contract	Health Professionals Award Level 3	Date of Job Description	October 2019

Therapeutic Framework

Our therapeutic framework seeks to improve the lives of all the people Marist180 serves through individualised, evidence based, and trauma informed practices. Our model applies needs assessments, service delivery, as well as community engagement and capacity building, to create environments for safety, change and growth towards independence and sustainable success. We do this through consistent and caring responses to universal and individual needs, client led goal setting and program co-design, and by working with trauma related and developmental bio-psycho-social needs in the context of a strengths based, recovery oriented approach. We recognise the work of A Maslow, B Perry and Blaustein & Kinniburgh as pillars for our trauma informed practices, and apply Attachment Regulation and Competency skills in our practices.

Our outcomes framework has baseline metrics, qualitative feedback and employ S Miller’s work on self-directed outcome measurement. Through assessment of needs we can clearly identify goals people wish to achieve, their strengths and match supports to their desired outcomes. By meeting the unique needs shaped by individual trauma and developmental experiences, in a culturally aware and confident manner with evidence based and trauma informed therapeutic services, the journey towards trauma integration and recovery can be commenced. In educating the community, and creating community connections to last lifetimes, we build capacity for all people to be supported and true trauma informed practices to take place.