

Senior Mental Health Clinician

Our vision: *People and communities have strong mental health and wellbeing.*

Our purpose: *Partnering with clients and carers to deliver mental health and wellbeing services that enhance quality of life.*

Our values: *Hope, Creativity and innovation, Client focus, Making a difference, Integrity.*

Position Information

<p>Purpose</p>	<p>The Senior Mental Health Clinician will function within the Keep Embracing Your Success (KEYS) service, a multidisciplinary model providing care and therapeutic treatment to young people aged 13-16 years with mental health and behavioural complexities due to experiences of adversity.</p> <p>The primary purpose of this role is to provide quality assessment and therapeutic intervention and support young people with complex presentations within a residential setting. The Senior Mental Health Clinician will utilise expertise in delivering meaningful evidence based, time limited psychological therapies adjusted to be responsive to the needs of children and young people. Clinical expertise will support and guide multidisciplinary care team interventions delivered in a collaborative and cohesive multidisciplinary frame.</p>
<p>Position reports to</p>	<p>Service Manager</p>
<p>Mind classification level</p>	<p>SCHADS Level 8</p>
<p>Stream</p>	<p>Victorian Operations</p>
<p>About the service</p>	<p>Mind Australia, in partnership with MacKillop Family Services, VACCA and Eastern Health's Child and Youth Mental Health Services (CYMHS) are uniquely placed to deliver the Keep Embracing Your Success (KEYS) Model in the Eastern Region of Melbourne.</p> <p>The model delivers a multidisciplinary team who provide care to young people aged between 13-16 years with mental health and behavioral complexities due to experiences of adversity. Mind, MacKillop and partners share a joint commitment to trauma informed, best practice. Our practice approach and therapeutic model will be based on the following foundational principles and an understanding that healing from trauma requires:</p>

Mind values the experience and contribution of people from all cultures, genders, sexualities, bodies, abilities, ages, spiritualities and backgrounds. We encourage applications from Aboriginal and Torres Strait Islander peoples, people with a lived experience of mental ill-health and recovery, people living with disability, those who identify as LGBTIQ and applicants from culturally and linguistically diverse backgrounds.



	<ul style="list-style-type: none"> • A deep understanding of what has happened to the young person and their family. • Empathy and insight about how past abuse and neglect is currently impacting on the young person and their family, and that substance abuse is generally a 'self-medication'. • A resilient, strong team that warmly engages the young person and perseveres to create safety and stability in the present without further shaming them. • Engaging the young person and their family's motivation to develop the skills and emotional regulation that can enable a hopeful, positive future. <p>KEYS is a transitional model with placement duration ranging from 6-18 months. The program takes a new approach to working with highly vulnerable young people in that they will receive a range of supports, treatment, and other therapeutic interventions and be actively assisted and supported to transition on to a form of homebased care or move directly to independent living.</p>
<p>Position description effective date</p>	<p>January 2022</p>
<p>Responsibilities</p>	
<p>Clinical skills and knowledge</p>	<ul style="list-style-type: none"> • Work in partnership with MacKillop, VACCA, Eastern Health and DFFH in the provision of high quality comprehensive and flexible therapeutic support service to clients and their family/carers including an advanced level of assessment, diagnosis, brief intervention, treatment planning and evaluation, education, and research in accordance with professional, ethical and National Standards utilising significant clinical experience. • Provide high level mental health assessments, both functional and sensory, that can be adapted to meet the unique and individual needs of the client. • Drive clinical leadership by supporting comprehensive assessment in line with KEYS frameworks of therapeutic intervention and support translation and implementation into client care plans and whole of care team practice. • Provide clinical leadership in care coordination team that supports the client's needs and wishes to be positioned at centre of all practice decisions, support other team members to do the same. • Provide specific types of therapies that have proven to be effective with young people. • Use adaptive language pertinent to the cohort.



	<ul style="list-style-type: none"> • Be responsible for individual professional practice; demonstrate a high degree of autonomy, self-motivation, and professional judgment. • Possess a high standard of professional conduct and commitment to work collaboratively as a member of multidisciplinary team; to lead integration and coordination between different sites or programs to facilitate the delivery of an efficient and responsive service to clients, families, and carers. • Commitment to participate in peer, multidisciplinary groups and clinical supervision. • Provide mentorship of all members of the KEYS service team through clinical leadership and best practice. • Operate within the scope of the role, professional standards and Mind policies and procedures as amended from time to time. • Build capacity of clients, family and carers, support staff and provide appropriate training to families and carers as well as support staff. Provide clinical advice and consultation to a variety of stakeholders internal and external to Mind. • Responsible for ensuring AHPRA registration is maintained, including appropriate documentation and record of CPD. In any instance of changes to AHPRA registration immediate notice must be provided to Mind.
<p>Practice leadership</p>	<ul style="list-style-type: none"> • Lead the team in their understanding of practice implementations by providing consultative advice and clinical guidance. • Drive and champion practice improvement through participation in strategic and operational planning, quality improvement, and service development. • Provide leadership through practice mentoring, education and training. • Contribute to evaluation, research and other activities.
<p>Stakeholder liaison</p>	<ul style="list-style-type: none"> • Work collaboratively with KEYS partners and other relevant stakeholders to promote and facilitate KEYS residents' access to primary mental health care services, including through the provision of support to assist KEYS staff to recognise and respond to mental health conditions and provide effective clinical management. • Support linkages, networks and partnerships with primary, community and state-based physical and mental health care services within the KEYS model to enable holistic, integrated mental health care treatment and management for KEYS residents. • Work collaboratively with KEYS team in the contribution and development of program therapeutic wellness and health interventions.



	<ul style="list-style-type: none"> • Build capacity of the client, local practitioners, staff and family members and provide implementation and appropriate training to support staff. • Provide respectful expert clinical advice and consultation to a variety of stakeholders internal and external to Mind.
Assessment and review	<ul style="list-style-type: none"> • Deliver discipline expert clinical practice including the ability to assess, consult, plan, organise, deliver and review: complete functional behavioural analysis, develop care plans, Positive Behaviour Support Plans; Implement and review the implementation of PBSP and review the outcomes and therapeutic interventions to clients underpinned by contemporary practice and legislation.
Risk mitigation	<ul style="list-style-type: none"> • Develop and contribute to individual and behavioural risk management plans ensuring all appropriate contemporary evidence base theory is being drawn from and implemented to ensure our clients achieve outcomes thus enhancing their quality of life. As well as review, write/develop behaviour recording tools and analyse and interpret data to be used for behaviour support plans. • Collate data and enter into appropriate data system to ensure mandatory reporting is up to date as underpinned by Mind policy and relevant legislation. • Ensure that risks are identified and managed according to Code of Ethics, National Standards, and Mind's policy, procedures, and processes. • Ensure complaints and incidents are managed in a timely manner and escalated to Manager or appropriate governing body as required. • Ensure that Work Health and Safety processes are embedded in practice.
Employee and workforce development	<ul style="list-style-type: none"> • Ensure all performance targets as set by Mind are met and utilise performance reports to provide advice to Management on the achievement of KPIs, to enable effective planning and service reviews. • Participate in performance appraisals, feedback, and ongoing professional development. • Support other team members to ensure they manage services in accordance with Mind's values, models and performance targets and parameters. • Assist Mind and Management to support the development of all staff working in the area or site.
Quality	<ul style="list-style-type: none"> • Ensure that risks are identified and managed according to the policy, procedure and processes of the organisation. • Contribute and implement the divisional risk plan with the area as required.



	<ul style="list-style-type: none"> • Ensure that the complaints and incidents are managed in a timely manner, and escalated to the General Manager as required.
Professional development	<ul style="list-style-type: none"> • Undertake relevant training and professional development, including regular supervision, appropriate to the primary work of the service and Mind. • Participate in reflective practice.
Accountability	<ul style="list-style-type: none"> • Conduct yourself in accordance with the Mind Code of Conduct and Mind policies and procedures which may change from time to time. • Proactively support Mind's vision of supporting people facing mental health challenges to live well and be socially included, in accordance with the Mind values.
Workplace health, safety and wellbeing	<ul style="list-style-type: none"> • Contribute actively to the maintenance of a safe workplace. • Ensure all safety issues are reported and addressed as they arise.
Lived experience	<ul style="list-style-type: none"> • Contribute to a workplace that values lived experience and the inclusion of consumers, carers and families in the work we do.
Cultural safety	<ul style="list-style-type: none"> • Contribute to a culturally safe workforce and service environment for staff, consumers, carers and volunteers from all cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds.



Position Requirements	
Qualifications required	<ul style="list-style-type: none"> • Tertiary degree qualifications in Social Work, Nursing, Occupational Therapy, Psychology or other health related field as designated by Mind. • As a Social Worker ability to obtain appropriate registration with the Australian Association of Social Workers (AASW) and credentialed in the area of Mental Health. • As an Allied Health Clinician ability to obtain appropriate registration with AHPRA.
Knowledge, skills and experience required	<ul style="list-style-type: none"> • Previous experience in similar role. • Specialised training credentials in relation to young persons' mental health is not required, however all staff are required to remain well-informed and sensitive to the vulnerabilities of young people and relevant therapeutic subsets of knowledge and approaches to ensure services meet the needs in a compassionate and evidence-based manner. • Experience working with people living with psychosocial disability and complex needs. • Provides expert clinical assessment and interventions for clients with complex needs and families, other clinicians, support services and staff. • Responsible for individual professional practice. • Demonstrate a high degree of autonomy, self-motivation and professional judgment. • Demonstrated ability to develop and maintain successful relationships and strategic partnerships. • Collaboration with families, other clinicians, support services and staff. • Demonstrated ability to write evidenced based reports and recommendations. • Exceptional customer service skills. • Advanced computer skills and information technology literacy. • A lived experience of mental ill health and recovery or experience caring for a person with mental ill health is desirable.
Other	<ul style="list-style-type: none"> • Right to work in Australia. • Current valid driver's licence. • Current NDIS Worker Screening Check Clearance. • Working with Children Check or equivalent (Blue Card - QLD). • Able to obtain and provide evidence of vaccinations against COVID-19.

To learn more about Mind visit mindaustralia.org.au



You can also watch our Great Minds series of videos by visiting www.youtube.com/mindaustralia

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