

Position Description

Be You Consultant (Clinical)

Location: VIC, NSW, QLD, WA, SA, ACT, TAS, NT

Department: **headspace** in Schools

Salary range: HS5

Employment Type: Full time

Approved By: Kristen Douglas

Date Approved: April 2021

Agreed By:

Date Agreed:

1. HEADSPACE VISION

All young Australians are supported to be mentally healthy and engaged in their communities.

2. HEADSPACE MISSION

headspace collaborates to design and deliver innovative ways of working with young people to strengthen their mental health and wellbeing.

3. HEADSPACE VALUES

At headspace, we are inspired by and believe in the power of youth. We work together to deliver authentic, progressive and inclusive services to build a brighter future with young people. We know where we're going, we're guided by our values, and we're committed to getting there together. Our people play an important part in shaping our culture and therefore, all headspace employees are expected to undertake their work in accordance with the headspace values as follows:

- **Inclusion** - We have a welcoming, safe and inclusive work environment - we believe that there is strength in difference
- **Collaboration** - We share information and work collaboratively, internally and externally, to deliver great outcomes with young people
- **Agility** - We are agile and innovative in our approach, so that we continue to meet the changing needs of young people
- **Excellence** - We have dedicated people who are empowered to deliver on our promises so that we can provide professional, high quality services



4. HEADSPACE VISION FOR RECONCILIATION

The headspace vision for reconciliation is an equitable Australia where the 60,000 year old cultures and continuing connection to Country of Aboriginal and Torres Strait Islander peoples are respected and celebrated. This future Australia is united by the understanding of our shared past, upholds the rights of Aboriginal and Torres Strait Islander peoples, and embraces self-determination and diversity. The headspace Reconciliation Action Plan formalises our commitment to reconciliation and to strengthening the social and emotional wellbeing of Aboriginal and Torres Strait Islander young people and communities.

5. COMMITMENT TO CHILD SAFETY

headspace is committed to being a child safe and child friendly organisation that recognises, respects and promotes the rights of children, young and vulnerable people. We recognise our responsibilities in keeping young people safe from any abuse from or by our employees and volunteers and will ensure that the safety of young people is always our first priority. headspace has a zero tolerance policy to child abuse, harm and neglect.

6. POSITION SUMMARY

Be You is a federally funded mental health in school's initiative that equips educators in early years, primary and secondary schools to support the mental health and wellbeing of young people, using a framework of online professional learning, tools and resources with implementation consultant support from delivery partners Early Childhood Australia and headspace in partnership with Beyond Blue.

The Be You Consultant (Clinical) will work under the direction of the State/Territory Manager to deliver and support schools and systems to implement and embed Be You within their state/territory.

The incumbent will support school communities to promote mental health promotion, prevention and early intervention with the goal of improving outcomes for young people and their families. Adopting a strategic approach tailored to the needs of the school, the Be You Consultant (Clinical) will demonstrate Be You to prospective and participating schools to assist them to embed Be You resources and tools and engage with the online professional learning content that encompasses a whole school approach to mental health and wellbeing.

The role of the consultant is to also facilitate and encourage school community interconnections (networks) to support each other embed Be You, sharing resources and approaches that assist autonomy and sustainability and deeper engagement of Be You.

The role will be the key point of contact for all schools and education systems in their assigned territory and will build and maintain strong relationships for the purpose of supporting implementation and integration of Be You. A further focus of the role, in conjunction with the Be You Consultant (Clinical), is to contribute to the establishment and successful delivery of timely and evidence based suicide postvention support to school communities to assist them to plan, respond and recover. The Be You Consultant (Clinical) will lead an initial response and recommendations to schools in collaboration with the Be You Consultant (Education) who will support ongoing recovery.

Service delivery of Be You is predominately online with some onsite delivery modality, requiring this role to be proficient in both forms of modality.



The incumbent will have developed understanding of schools and to assist schools to embed a mental health initiative into their existing school frameworks and processes. A vital component of the role is to translate a mental health service in with this consultant required to enter all school engagement activities to be entered into a data management system in a timely and accurate manner.

7. POSITION CONTEXT

Reporting to the State/Territory Manager, the Be You Consultant (Clinical) will be a qualified mental health professional who is experienced in working in the provision of youth mental health care and delivering clinical mental health or advisory services to schools. The incumbent will possess an understanding of youth mental health issues including suicide postvention, suicide and trauma. The position calls for a motivated individual who can engage, liaise and negotiate with a broad range of stakeholders and organisations. This role primarily supports teachers, leaders and schools rather than providing direct clinical services to young people.

Working in a multidisciplinary team, the role will form part of a multi-disciplinary team where clinical consultation and supervision is readily accessible the position also calls for skills that foster collaboration with internal and external stakeholders. There will be intra and interstate overnight travel required for this role.

8. KEY RESPONSIBILITIES/OUTCOMES

The Be You Consultant (Clinical) is responsible for the delivery of the Be You Initiative provided to Australian primary and secondary schools within their area, under the direction of the State/Territory Manager. This will include, but is not limited to, the following:

- Promoting the mental health promotion, prevention and early intervention elements of the Be You Initiative with prospective and participating schools through a relationship-based approach.
- Maintaining an ongoing relationship with participating schools so that services know who to speak to when they have a question or a challenge.
- Provide a clinical response and recommendations according to the national clinical governance framework utilising the support and direction of the Be You leadership.
- Demonstrating the integrated framework to prospective and participating schools to assist them in implementing the components relevant for their individual circumstances, leading to the ongoing professional development of school staff.
- Maintaining relationships with prospective and participating schools through regular communication; primarily online and by phone.
- Updating schools on new resources and materials available in the integrated program, and providing those resources directly to schools as required.
- Working with Early Childhood Australia Consultants of the early learning services component of Be You as appropriate to support early learning environments, schools and children in their transition from early learning into school.
- Undertaking strategic analysis of their assigned territory to identify prospective schools and other related challenges.
- Maintaining strategic relationships with relevant organisations within their assigned territory for the purpose of supporting their prospective and participating schools.
- Identifying advantages and comparisons of the integrated program to other products/services.
- Ensure effective use of time through proper planning and implementation processes.
- Supplying management with oral and written reports on school's needs, problems, interests, competitive activities and potential for new resources/materials to be built into the integrated framework.



- Keeping informed of updates to the framework, promotional activity of the integrated program, competitive activities and changes impacting on school environments.
- Participating in conferences and similar events related to the integrated program.
- Participation in continuous improvement and evaluation of Be You activities
- Other duties consistent with the position where required and/or requested by the State/Territory Schools Manager.

7. SELECTION CRITERIA

The following criteria must be met for consideration for this position:

7.1 Essential

- Approved tertiary qualifications in a relevant allied health discipline including psychology (clinical, counselling, educational, community and 4+2 or 5+1 pathways), mental health nursing, occupational therapy, social work, or counselling.
- Eligibility for membership of an appropriate professional body:
 - Psychologists, mental health nurses, and occupational therapists are required to be fully registered with the Australian Health Practitioner Regulation Agency (AHPRA)
 - Social workers are required to be eligible for full membership with the Australian Association of Social Workers (AASW)
 - Counsellors are required to be eligible for Level 3 or Level 4 membership of the Australian Counselling Association (ACA)
- Proven clinical skills in the provision of mental health care to young people, including risk assessments, appropriate referral and support and liaison with family and other networks.
- Working knowledge of the common social and mental health issues faced by young people.
- Highly developed communication skills, both verbal and written, with an ability to interact with a diverse range of stakeholders including young people, health and educational professionals, and other community services.
- Knowledge and understanding of current health/mental health policy issues in Australia, including applicable legislation and policy relevant to young people experiencing (or at risk of) a serious mental illness.
- An understanding of youth mental health issues including suicide prevention, suicide, and the impact of trauma on school communities.
- Exceptional interpersonal skills with the ability to work and interact with a broad range of people, including school principals and leaders, teachers, health professionals, academic researchers, service providers, etc.
- Highly developed communication skills, both verbal and written, with experience writing for, and presenting to, diverse audiences.
- Experience in stakeholder management specifically with schools and clinical service providers.
- Use of data for record keeping, analysis and evaluation
- Demonstrated experience in presentation and coaching conversations with a diverse audience
- Strong organisational, computer and project management skills.
- Ability to work in a highly productive environment with time pressures while managing multiple tasks.
- A current driver's licence (automatic) and use of a fully maintained motor vehicle with comprehensive insurance.
- Able and willing to travel with overnight stays as required.



7.2 Desirable

- Service experience across health and education.
- Experience in program development and/or training and delivery in secondary school settings

8. POLICIES AND WORKPLACE PRACTICES

All **headspace** employees are required to acquaint themselves with the organisation's policies and procedures and to abide by them at all times.

It is expected that at all times, employees will:

- be respectful towards the organisation, colleagues, clients and the general public
- be cognisant with and uphold the objectives and philosophy of **headspace**

