

## Community Mental Health Practitioner - Lead Practitioner - First Nations

**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

#### Purpose

The Mind Strategic Plan 2021-2026 states that we believe people need to be and feel safe, heard and represented to thrive. Mind strives to display and embed cultural safety and cultural humility at all levels of the organisation.

Mind's Reconciliation Action Plan (RAP) provides a framework for our organisation to support the National Reconciliation Movement by:

- Building and encouraging relationships between Aboriginal and Torres Strait Islander peoples, communities, organisations, and the broader Australian community.
- Fostering and embedding respect for the world's longest surviving cultures and communities.
- Develop opportunities within your organisation or services to improve socio-economic outcomes for Aboriginal and Torres Strait Islander peoples and communities.
- Enhance our employee's ability to provide culturally safe supports to Aboriginal and Torres Strait Islander clients.

The Community Mental Health Practitioner - Lead Practitioner - First Nations is responsible for:

- Delivery of person centred services to clients, families and carers who identify as Aboriginal and Torres Strait Islander peoples in line with Mind's Model of Recovery-Oriented Practice and underpinned by the values of Mind Australia.
- Developing and delivering a strategy to increase the capacity and capability of Mind staff to provide culturally safe and appropriate services to First Nation's people.
- Provide assistance to the General Manager - Operations SA in implementing the Mind SA Innovate Reconciliation Action Plan (RAP).

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.



	<p>The Community Mental Health Practitioner - Lead Practitioner - First Nations will work with Aboriginal and Torres Strait Islander clients utilising the Strong Souls assessment and Stay Strong plan to develop the client's My Better Life Plan as well as provide these supports to Mind's programs across the Adelaide area on the lands of the Kurna people. This position will provide training and coaching to Mind staff across SA to increase their capacity and capability to provide culturally safe and appropriate services based on the strategy developed. The Community Mental Health Practitioner - Lead Practitioner - First Nations role will deliver on a number of key performance indicators in the SA Innovate RAP, in particular the KPI's related to increasing staff knowledge and understanding of First Nation's culture and the historical and ongoing impacts of colonisation.</p>
<p><b>Position reports to</b></p>	<p>Team Leader</p>
<p><b>Mind classification level</b></p>	<p>SCHADS Level 5</p>
<p><b>Stream</b></p>	<p>Sub-Acute Residential SA and WA</p>
<p><b>About the service</b></p>	<p>The Individual Psychosocial Rehabilitation and Support Services (IPRSS) program supports individuals with mental health issues within a framework of recovery that is focused on strengths and capabilities including supporting clients to:</p> <ul style="list-style-type: none"> <li>- Identify, develop and maintain a sustainable and purposeful lifestyle that has meaning and value to them.</li> <li>- Actively participate in community life, manage day-to-day activities, and reduce social isolation.</li> <li>- Enhance their independent living skills and establishing or maintaining a positive connection with employment services, family supports, housing, social activities and other essential support networks based on individual need.</li> </ul> <p>The Housing &amp; Accommodation Support Partnership (HASP) Southern Adelaide is a residential program supporting individuals with mental health issues within a framework of recovery that is focussed on strengths and capabilities including supporting clients to:</p> <ul style="list-style-type: none"> <li>- Identify, develop and maintain a sustainable and purposeful lifestyle that has meaning and value to them.</li> <li>- Actively participate in community life, manage day-to-day activities and reduce social isolation.</li> </ul> <p>This is to enhance client's independent living skills and establishing or maintaining a positive connection with employment services, family</p>



	supports, housing, social activities and other essential support networks based on individual need.
<b>Position description effective date</b>	January 2022
<b>Responsibilities</b>	
<b>Provide direct support to individual clients</b>	<ul style="list-style-type: none"> <li>• Providing supports to Aboriginal and Torres Strait Islander clients through flexible outreach.</li> <li>• Building trust through strengths focused engagement including building relationships with local Aboriginal and Torres Strait Islander communities, kinship groups and with elders.</li> <li>• Utilising the Strong Souls assessment and Stay Strong plan to develop the My Better Life<sup>®</sup> plan in collaboration with the client.</li> <li>• Actively engaging with clients using a trauma-informed approach, and an understanding of the impacts of colonisation, forced removal from family, community and dispossession.</li> <li>• In collaboration with the client, developing strategies to mitigate any barriers to engagement identified in the development of the My Better Life<sup>®</sup> plan.</li> <li>• Coordinating client appointments including support to attend appointments.</li> <li>• Assisting clients to reconnect or connect with local Aboriginal and Torres Strait Islander communities and services and recognising the health benefits of connection with country and community.</li> <li>• Work with client through a staged approach to recovery: <ul style="list-style-type: none"> <li>- Welcoming and engagement.</li> <li>- Skill and capacity development.</li> <li>- Engagement and maintenance of natural supports.</li> <li>- Service exit and on-going self-management support.</li> </ul> </li> <li>• Assist the client with actioning their My Better Life plan in a range of areas including: <ul style="list-style-type: none"> <li>- Understanding and managing clients own mental health.</li> <li>- Developing daily living skills and capacity for self-care.</li> <li>- Crisis and incident management.</li> <li>- Addressing stigma.</li> <li>- Having awareness of trauma.</li> <li>- Managing physical health.</li> <li>- Managing issues associated with drug and alcohol issues.</li> <li>- Support to maintain or create meaningful activity through participating in community life including education, employment, and utilising public transport.</li> </ul> </li> <li>• Purposefully engage with clients using techniques including: <ul style="list-style-type: none"> <li>- Brief intervention.</li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>- Motivational interviewing and coaching.</li> <li>- Family inclusive practice.</li> <li>- Trauma informed practice.</li> <li>- Conflict resolution.</li> <li>- Behaviour support for dual diagnosis.</li> </ul>
<b>Provide support to families and carers</b>	<ul style="list-style-type: none"> <li>• Support family and carer roles through understanding their concerns and the provision of information, education and referrals.</li> <li>• Facilitate, as appropriate, the re-engagement and maintenance of family and carer relationships.</li> </ul>
<b>Undertake group work</b>	<ul style="list-style-type: none"> <li>• Plan and develop group work programs that will assist clients to build their skills, focus on their recovery and work towards transitioning back to their community.</li> </ul>
<b>Work with local service providers</b>	<ul style="list-style-type: none"> <li>• Engage with clients to link with appropriate services such as clinical mental health, physical health, education and employment, eligible entitlements and benefits, housing, transport, recreation and social connections.</li> <li>• Make linkages and build relationships and referral pathways to maintain or create a range of local supports for clients that facilitate them living the life of their choosing in their own community.</li> </ul>
<b>Work to develop capacity of workforce</b>	<ul style="list-style-type: none"> <li>• Develop and implement a strategy to increase the capacity and capability of the Mind workforce to deliver culturally safe and appropriate supports to Aboriginal and/or Torres Strait Island peoples.</li> </ul>
<b>Work to implement the SA Innovate RAP</b>	<ul style="list-style-type: none"> <li>• Deliver on the key performance indicators in the SA Innovate RAP relevant to the role.</li> </ul>
<b>Work with clinical partners</b>	<ul style="list-style-type: none"> <li>• Work within a multidisciplinary team: <ul style="list-style-type: none"> <li>- Supporting recovery oriented practice.</li> <li>- Supporting clinical interventions.</li> <li>- Actively participating in team, case and handover meetings.</li> <li>- Enhancing collaboration between team members.</li> <li>- Providing education and feedback to ensure best practice relating to Aboriginal and/or Torres Strait Island peoples local experiences.</li> </ul> </li> </ul>
<b>Professional development</b>	<ul style="list-style-type: none"> <li>• Undertake relevant training and professional development, including regular supervision, appropriate to the primary work of the service and Mind.</li> <li>• Participate in reflective practice.</li> </ul>
<b>Accountability</b>	<ul style="list-style-type: none"> <li>• Conduct yourself in accordance with the Mind Code of Conduct and Mind policies and procedures which may change from time to time.</li> </ul>



	<ul style="list-style-type: none"> <li>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.</li> </ul>
<b>Workplace health, safety and wellbeing</b>	<ul style="list-style-type: none"> <li>Contribute actively to the maintenance of a safe workplace.</li> <li>Ensure all safety issues are reported and addressed as they arise.</li> </ul>
<b>Lived experience</b>	<ul style="list-style-type: none"> <li>Contribute to a workplace that values lived experience and the inclusion of consumers, carers and families in the work we do.</li> </ul>
<b>Cultural safety</b>	<ul style="list-style-type: none"> <li>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.</li> </ul>



Position Requirements	
<b>Qualifications required</b>	<ul style="list-style-type: none"> <li>• Tertiary qualifications (minimum Certificate IV) in Mental Health, Peer Work, Psychology, Social Work, Occupational Therapy or other health related field as designated by Mind and/or equivalent experience in similar role.</li> </ul>
<b>Knowledge, skills and experience required</b>	<ul style="list-style-type: none"> <li>• Substantial experience working with Aboriginal and/or Torres Strait Islander peoples in connecting and reconnecting with country, communities, elders and kinship groups.</li> <li>• Experience and expertise in working directly with Aboriginal and/or Torres Strait Islander peoples with mental health issues, complex needs, and with their families and carers.</li> <li>• Demonstrated ability to plan and prioritise to meet customer service delivery requirements.</li> <li>• Excellent customer service skills.</li> <li>• Demonstrated experience in documenting client notes, reporting and working with a variety of electronic systems.</li> <li>• Proven ability to work autonomously and as a member of a team.</li> <li>• Experience in building knowledge and capacity of teams.</li> <li>• Demonstrated understanding of available community services, networks and supports.</li> <li>• Awareness and understanding of the NDIS is desirable.</li> <li>• A lived experience of mental ill health and recovery or experience caring for a person with mental ill health is desirable.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Right to work in Australia.</li> <li>• Current valid driver's licence.</li> <li>• Current NDIS Worker Screening Check Clearance.</li> <li>• Working with Children Check or equivalent (Blue Card - QLD).</li> <li>• Able to obtain and provide evidence of vaccinations against COVID-19.</li> <li>• This position is open to Aboriginal and Torres Strait Islander applicants only, as Mind Australia considers that being Aboriginal or a Torres Strait Islander is a genuine occupational requirement for the position under special measures pursuant to Section 56 of the Equal Employment Opportunity Act 1984 (SA).</li> </ul>

To learn more about Mind visit [mindaustralia.org.au](http://mindaustralia.org.au)



You can also watch our Great Minds series of videos by visiting [www.youtube.com/mindaustralia](http://www.youtube.com/mindaustralia)

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