

Gidget Foundation Australia Clinical Director Role Description

FTE:

This position will be for 4 or 5 days per week delivered flexibly. There will be a requirement for this role to work for one day per week from Gidget House North Sydney.

Contract:

This role will initially be contracted for a 1-year period, with the option for extension thereafter pending funding.

Remuneration: The annual salary for this position will be commensurate with skills and experience. Not-for-profit salary packaging options are available (currently for up to \$15,900 per annum of your salary). Please note, superannuation is not paid on any additional salary sacrifice amount.

About Gidget Foundation Australia:

Gidget Foundation Australia (GFA) is a not-for-profit organisation that supports the emotional wellbeing of expectant and new parents to ensure those in need receive timely, appropriate, and supportive care.

Purpose of the Position:

The GFA Clinical Director is a new role, established to ensure thorough and expert clinical governance for an expanding service and will oversee the delivery of GFA's perinatal mental health clinical services. The incumbent will oversee the establishment of a Clinical Governance Framework and any subsequent implementation. The Clinical Director will provide direction and guidance to the GFA Clinical and Program teams on best practice service delivery and risk mitigation for perinatal mental health treatment.

The aim of this role is to enhance GFA's clinical oversight and ensure GFA continues to deliver a high standard of care across all services and locations. Additionally, the aim of this role is to ensure continuous quality improvement across GFA clinical treatment programs.

This role will report to the CEO and will be a member of the GFA Clinical Governance Committee. The Clinical Director will work closely with the GFA clinical team to ensure the delivery of high-quality clinical programs. The Senior Clinical Team Leader will report directly to this role.

Essential Criteria:

- AHPRA Trained Board Approved Psychology Supervisor registration.
- Advanced training in Perinatal and Infant psychology.
- A minimum of 3 to 5 years' experience in a clinical leadership role, advising, supporting and directing a program of clinical responsibility relating to perinatal and infant mental health.
- Clinical experience in perinatal maternal psychology and infant mental health including assessment of and intervention with pregnant women and mothers in the first postpartum year and therapy with families with infants and young children.
- Demonstrated commitment to maternal, child and family health services and an understanding of principles of early intervention, prevention, and health promotion.
- Demonstrated ability to work within and lead a multidisciplinary team, including providing clinical supervision, teaching and training to clinicians as appropriate.
- Demonstrated commitment to continuing self-education; and experience of teaching including university affiliations and clinical supervision of staff.
- Demonstrated ability to adapt clinical practice in accordance with contemporary evidence based best practice and continuous quality improvement principles as well as experience and willingness to participate in and/or lead research activities.

Desirable Criteria:

- Experience working within the not for profit health sector.

Key Accountabilities:

Clinical Governance, Quality Improvement and Client Safety

- Provide leadership and governance for perinatal mental health treatment within GFA; heading up the clinical team, currently comprised of Clinical Team Leaders, Program Clinician and 100+ contracted clinicians.
- Establish ways to work towards enhanced alignment with the SAFE START Guidelines and work in closer collaboration with the SAFE START system.
- Work with the clinical team to establish clear referral pathways between other perinatal mental health services.
- Participate in work practice reviews to ensure current standards are maintained and technological changes are incorporated to reflect organisational objectives.
- Implement recommendations for improvement which may emanate from work practice reviews.
- Provide input and advice to the CEO, where required, regarding clinical implications, risks and/or benefits of operational priorities.
- Work closely with the Clinical Team Leaders and the Senior Clinical Training Leader to optimize and support clinician wellbeing, supervisory practices, trainee support and professional development. This includes responsibility and oversight regarding the Workforce Development Program, and would require individual and possibly group supervision.
- Participate in peer review, performance appraisal and other professional development activities as required by the CEO or Board of Directors; and consistent with the relevant specialty requirements to maintain professional standards.
- Ensure compliance with the standards contained within the Australian Health Practitioner Regulation Agency or the Australian Council on Health Care Standards Guidelines for Accreditation.
- Ensure familiarity with and adherence to GFA policies and procedures that are relevant to the performance of the duties specified.

Development and Implementation of Clinical Governance Framework

- Oversee the development of a formal Clinical Governance Framework that reflects a system of relationships, responsibilities, policies, and procedures that can be used to evaluate against and commit to, to provide safe effective and ethical care to clients.
- Implement the approved Clinical Governance Framework and use it to inform the GFA clinical environment for those who seek care and those who provide the care and ensure all those that seek care have their needs met as far as is possible in a safe, effective, and ethical manner.
- In consultation with the Clinical Governance Committee, evaluate the effectiveness of the Clinical Governance Framework and conduct regular reviews and enhance and adapt in accordance with organisational changes and ever-changing client care requirements, in alignment with the relevant accredited national quality standards.

Supervision Support for GFA Clinical Team Leaders

- Provide regular supervision and support for GFA Clinical Team Leaders. This includes being available to Clinical Team Leaders out of hours to discuss clinical matters.
- Provide supervision to GFA clinicians in instances of Clinical Team Leaders unavailability or referral by Clinical Team Leaders.

Clinical Care

- Be professionally and clinically responsible for the clinical management and treatment of clients being supported through GFA, including the management of treatment related complaints.
- Attendance at Clinical Governance Committee meetings and Board meetings, as required.
- Support for after-hours needs of GFA including being able to be contacted off site for clinical advice.
- Complete other relevant duties as allocated from time to time by the CEO.

Monitoring and Evaluation

- Work with the Programs team to enhance GFA's clinical data collection, monitoring and evaluation methods to better assess clinical efficacy of GFA treatment services.

Public Relations

- Act as a clinical spokesperson for GFA and support CEO with media appearances as required.
- Promote the professional standards of GFA by exemplary behaviour.
- Demonstrate courtesy and professionalism in all dealings with staff, clients, families, and members of the public.
- Attend and represent GFA at relevant conferences and seminars as appropriate.

Applications:

Please submit cover letter with your resume to vacancies@gidgetfoundation.org.au.

Referees will be sought upon short list completion.

The suitable applicant will be subject to the relevant pre-employment checks for appointment to positions at Gidget Foundation Australia.

Gidget Foundation Australia is committed to achieving a diverse workforce and strongly encourages applications from Aboriginal and Torres Strait Islander people.

Gidget Foundation Australia COVID-19 Vaccination Policy requires all staff to be fully vaccinated against COVID-19.