**Position Description**

*Drummond Street Services is an essential service and its workers, contractors, students and volunteers are authorised workers and are required to be vaccinated against COVID-19 from 15th November 2021 (suitable proof includes COVID-19 Digital Certificate or Immunisation history statement). Exceptions only include workers that hold certification from a medical practitioner that they are unable to receive a dose, or a further dose, of a COVID-19 vaccine due to a medical contraindication or an acute medical illness (this includes contractors, self-employed and unpaid workers).*

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| Position Title: | **Practitioner – Antenatal and Post-Natal Mental Health Support Program – Northern Region** | Position Grade: | SCHADS Award 5 |
| Department/Division: | **Family Services** | Position No. |  |
| Reporting to: | **Program Manager**  |
| Position summary/purpose: | **First Nations People, LGBTIQ+ people, people with disability, and people of color and/or public housing residents are encouraged to apply. Applicants who have a lived experience are encouraged to apply.**Provide psychological services to improve antenatal and post-natal mental health and wellbeing for individual and families who are clients within DS’ Family Services Model of Practice |
| Key Responsibilities |
|  **Supportive Family Mental Health Interventions*** Provide sensitive and affirmative counselling/psychological services to antenatal/ post-natal clients and families experiencing mental health issues during their transition to parenthood
* Conduct basic bio psycho-social assessment of risk and protective factors associated with mental health outcomes in this community and develop and implement individual and family case plans in collaboration with the client
* Provide active, intentional work within risk and protective factors framework to support families’ parenting goals and aspirations
* Utilise clinically appropriate assessment measures to inform treatment and measure outcomes
* Deliver evidence-based focused psychological strategies (many clients have anxiety and/or depression plus birth trauma is also common)
* Refer families to internal or external services to support identified needs in areas such as mental health, social connection, physical exercise, drug and alcohol, family violence services and other supports to address identified risks
* Contribute to the development and delivery of bio psycho-social group interventions
* Assertively engage of client cohorts that have specific needs, including those considered socially marginalised or resource poor to lessen the impact of social exclusion, including Aboriginal families, emerging CaLD communities and greater risk cohorts including LGBTIQ
* Participate in continuing professional development and attend clinical supervision to maintain best practice
* Provide regular written reports to the client’s referrer, as required, with information regarding assessments, treatment, and recommendations
* Complete all client records and other required documentation including case plans and client assessments
* Work within a multi-disciplinary team, including case workers, parent coaches and students on placement
* Contribute to the achievement of individual, team and organisational program targets and KPI’s as per contractual agreements with funders and those determined by Drummond Street. Seeing 4 or 5 clients per day is expected.

**Networking and Partnerships*** Represent the organisation positively with a range of external health, social services and other relevant providers for the purpose of making appropriate client referrals, providing conjoint support where required, and marketing and promoting the agency programs.
* Use community development approaches (social justice, equality and mutual respect) to increase self-efficacy and empowerment of the communities
* Work collaboratively with other services to identify and address services gaps and client needs

**Research and Evaluation*** Assist with the implementation of research and evaluation activities, and assist with data collection, recording and analysis and report writing as required
* Contribute to reporting and reflective practice forums and keep informed of current research and innovative practice relating to this area of work

**Quality & Compliance Management*** Ensure contractual and quality standards are met and contribute to high-quality reporting
* Work within risk management, quality standards and continuous improvement frameworks
* Work to the professional standards required of the APS’, AASW Code of Ethics, as well as DS’ Code of Conduct, policies and procedures
* Uphold our commitment to Child Safe Standards and ensure or workplace and programs are culturally safe and affirmative for employees, children and families.

**Risk** * Actively identify, monitor and manage areas of key risk and lead appropriate escalation and response
* Actively monitor and act to improve the quality and safety of client services
* Committed to prioritising child safety and maintain an understanding our Reportable Conduct Scheme responsibilities (we have a Child Safety Officer and Committee to support this)

**OH&S*** Identify, report and record all safety hazards, incidents and injuries
* Take reasonable care for the health and safety of others who may be affected by their acts or omissions and comply with the requirements of Victorian Occupational Health and Safety (OHS) Act 2004 and related ds OHS procedures and Safe Operating Procedures

**Quality Assurance & Improvement*** Proactive, engaged in and committed to creating great experiences for each client
* Be open to new ways of doing things and respond to challenges with innovative ideas and solutions.

**Social Differences** * Role models, demonstrates and promotes respect for and values social differences
* Interact with drummond street clients, staff and other stakeholders in a manner that is inclusive, respectful and non-discriminatory.

**Productivity** * Focuses on people as well as productivity
* Monitor productivity, identify and implement improvements as needed

**Infection Control** * Commit to all necessary infection control measures as directed, including:
* Practice hand hygiene keep your working environment clean & hygienic including shared areas such as kitchens, bathrooms, meeting rooms etc.
* Wear personal protective equipment (PPE) as directed and practice consistent social distancing.
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| Key Competencies/Skills (no more than 6 of each) | Experience Profile (incl Qualifications) (No more than 6) |
| Competency | Technical/Functional |  |
| * Organisational & Quality Focus
* Results Driven & Client Orientated
* Promotes productive work practices
* Creative, flexible and solution focused
* High level of self-awareness, professionalism and social justice values
 | * Expertise in evidence-based focused psychological strategies
* Strong knowledge of determinants of mental health, including greater at risk cohorts i.e. Indigenous, LGBTIQ
* Strong experience in perinatal mental health
* Family-aware and inclusive practice
* High level counselling skills
* Sound Information technology and written and verbal communication skills
* Group facilitation skills, as co presenting opportunities may arise
 | * Qualification in social work, psychology, counselling or similar
* Minimum two years’ experience in providing psychological interventions to families and individuals and an interest in the transition to parenthood
* Demonstrated ability to provide evidence based focused psychological therapies and strategies with positive client outcomes
* Demonstrated understanding of the needs, issues and sensitivities of people from diverse backgrounds including Aboriginal, LGBTIQ and culturally and linguistically diverse people and communities.
* Demonstrated experience of working with individuals and families with complex needs such as family violence, drug and alcohol and mental health issues
* Demonstrated capacity to work within integrated, collaborative and systemic approaches.
* Demonstrated organisational skills including the ability to meet deadlines and prioritise work tasks.
* Demonstrated capacity to work creatively, show initiative, contribute ideas and be active in a supportive team environment in an agency working to support individual and family relationships within the context of family violence
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| Position Dimensions | Decision Making Authority |
| No. Of FTE: This is a short-term position (.4 EFT) two days per weekOperates within cross-disciplinary teams and across multiple service sites in the northern and western regions. | * Independent professional judgement in establishing a treatment pathway
* Responsible for the management of caseload, in consultation with their supervisor
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