

# SENIOR CLINICIAN – SUPERVISOR

APRIL 2022



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| <b>Location:</b>            | (NSW/ACT/QLD based)<br><br>Hybrid if available  |
| <b>Division:</b>            | Orygen Digital  |
| <b>Classification:</b>      | Health Professionals and Support Services Award 2020, Health Professional Employee, Level 3 |
| <b>Employment type:</b>     | Part-time/Full-time (0.6 – 1.0 FTE) position available until 30 June 2023                   |
| <b>Position reports to:</b> | Clinical Services Manager, Orygen Digital   |

## 1. POSITION SUMMARY

In order to provide a developmentally appropriate service to a younger demographic and further support the expansion of Orygen Digital's Moderated Online Social Therapy (MOST) platform, an additional MOST platform is under development to be accessed by young people aged 12-14. This requires the oversight of a Senior Clinician with specific experience in clinical interventions for this age group, and experience with NSW/ACT youth mental health services.

The Senior Clinician will manage the delivery of clinical support on the MOST platform. A large team of clinicians, peer support workers and vocational specialists will engage with young people across the MOST platform and support their clinical outcomes. This position will provide clinical supervision and will train, monitor and support this workforce to ensure the delivery of high-quality and safe practice. The Senior Clinician will also provide significant input on the continued development of the MOST application and service model and associated materials as required, while providing input on its implementation within clinical settings. There is also some complex clinical work required within this role.

Subject to broad direction and working with a considerable degree of autonomy, the Senior Clinician will possess a high level of capacity and experience managing and leading a clinical workforce, possessing experience working in a clinical setting within the NSW/ACT youth mental health system. The Senior Clinician will demonstrate a sound ability to oversee and lead decisions in relation to supervising and supporting staff. This will require proven skills in supporting staff with decision-making, problem-solving, and critical incident and risk management.

## What is MOST?

Orygen Digital has already developed world-leading youth mental health technologies. Our flagship Moderated Online Social Therapy (MOST) platform is the first single digital solution specifically designed to integrate with, and address, the key limitations of current youth mental health services. It has been designed with and for young people and existing services, providing clinicians with evidence-based tools that can be used across the diagnostic and severity spectrums and all stages of treatment. In response to the COVID-19 crisis in 2020, Orygen Digital's MOST platform has been implemented in Victoria's youth mental health system and is now expanding into other jurisdictions including QLD, NSW and the ACT.

## 2. POSITION CONTEXT

Orygen delivers cutting-edge research, policy development, innovative clinical services, and evidence-based training and education for the mental health workforce to ensure that there is continuous improvement in the treatments and care provided to young people experiencing mental ill-health.

We are a complex organisation. Our activities and workforce are diverse and include:

- Five headspace centres in Victoria that deliver primary clinical services to young people and are operated by Orygen.
- The Centre for Youth Mental Health, a University of Melbourne research and teaching department that is wholly seconded into Orygen.
- Orygen Specialist Services, a tertiary clinical service that is operated by North West Mental Health, co-located and in close partnership with Orygen.
- Orygen Digital, which develops and rolls out online clinical platforms that are fully integrated with 'in-person' clinical services.
- A training and development unit providing online and face to face training for the mental health workforce both nationally and internationally.
- A policy think tank drawing on Orygen's research and clinical expertise and partnering and collaborating with key content experts from Australia and around the world to advise government policymakers.
- Centralised professional support functions enabling the organisation to achieve strategic and operational objectives.

Orygen Digital is the world leading centre developing, evaluating and disseminating engaging and evidence-based interventions that dovetail with current national and international service delivery models for all young people and their families. Orygen Digital is now expanding its implementation of MOST into NSW and the ACT. This will require significant growth in Orygen Digital's clinical team to facilitate the success of this project. This growth will need to be supported by appropriate supervision and management, to be provided by this role.

## 3. ABOUT ORYGEN

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| <b>VISION</b>  | Young people to enjoy optimal mental health as they grow into adulthood.            |
| <b>MISSION</b> | Reduce the impact of mental ill-health on young people, their families and society. |
| <b>VALUES</b>  | Respect, accountability, teamwork, excellence & innovation.                         |

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| <b>COMMITMENTS</b> | Orygen has made a strategic commitment to partner with First Nations people of Australia, young people and their families, LGBTIQ+ people & culturally and linguistically diverse people. |
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#### 4. KEY RESPONSIBILITIES/OUTCOMES

The Senior Clinician's key responsibilities will include:

(a) Clinical supervision

- Provide regular clinical supervision to clinicians, peer support workers and vocational specialists in both group format and on an individual basis.
- Provide induction and ongoing training and mentorship to staff including development of required materials and professional development plans.
- Develop and evaluate quality improvement and professional standards (including risk and safety protocol).
- Maintain professional knowledge of evidence-based clinical interventions in the treatment of mental health and substance use disorders, including via digital interventions.
- Provide strategic direction and clinical advice to both junior and senior psychologists and mental health clinicians.
- Ensure adherence to medicolegal and ethical requirements.
- Manage the recruitment and selection process of new clinical team members in line with a continually growing team.
- Work within the agreed boundaries of confidentiality and take responsibility for reporting any serious issues to the Clinical Services Manager and informing clinicians when such a circumstance arises.

(b) Clinical work

- Senior Clinicians will be expected to carry an allocation of complex young people on both platforms and to manage the escalation of complex young people and support clinicians and moderators with all risk that emerges on MOST.
- Negotiate and liaise with external services, emergency depts and triage, protective services and police around complex presentations.

(c) Service development

- Identify and contribute to innovation in service delivery ensuring the team continually adds value.
- Participate in refining the moderation model across the platform including updating the clinical model procedures and manuals as required.
- Provide input on the continued refinement and application of the MOST service model based on clinical expertise and experience of team.

(d) Implementation support

- Highlight and solve potential challenges in the implementation of MOST in clinical settings.
- Support the development, review and update training materials to ensure fit-for purpose for use with services.
- Regularly liaise and work with clinicians and clinical champions within Orygen services to ensure the successful implementation of the MOST.
- The position may require provision of online support/therapy to young people as required.

(e) Comply with and support others to comply with Orygen's policies and procedures, including taking appropriate action to hold others accountable and promote a workplace culture that is safe, diverse and inclusive.

(f) Any other duties as reasonably requested that are commensurate with the level of responsibility of the position.

## 5. SELECTION CRITERIA

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

### 5.1 Essential

- Tertiary qualifications in and current registration with one of the following allied health fields:
  - **Psychologists:** General Registration with the Psychology Board of Australia (AHPRA).
  - **Occupational Therapists:** Registration with AHPRA and the Occupational Therapy Board of Australia. An approved degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy.
  - **Registered Psychiatric Nurses:** Registration with AHPRA and the Nursing and Midwifery Board of Australia. Bachelor degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.
  - **Social Workers:** An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.
- Experience working with a youth-specific mental health service (such as CYMHS, CAMHS or ELMHS).
- Experience supervising psychologists, social workers, and allied mental health professionals.
- Demonstrated ability to build and lead a team to deliver a high standard of client care and support.
- Demonstrated understanding of contemporary clinical practices, health practice legislation and professional ethical standards.
- Excellent interpersonal skills and solid leadership experience.
- Experience working in a multidisciplinary team setting, and providing support to the functioning and operations of the team.
- Experience training and mentoring clinical staff.
- Proven ability to develop quality materials that support clinical practice and onboarding.
- A capacity to work independently in a fast-paced environment, work to appropriate timelines and demonstrate problem solving and risk management abilities.
- Highly developed oral and written communication.
- Passion for novel agile digitally enabled models of mental health care for young people.

### 5.2 Desirable

- Experience and knowledge of the mental health systems in NSW/ACT will be highly regarded.
- Experience delivering and supervising digital, telehealth and telecare service delivery.
- Experience with training and supporting a mentor program.
- Post graduate or speciality training in area of discipline, or clinical mental health.
- Experience balancing organisation requirements and the needs and perspectives of young people.
- Exposure to change management.

## 6. SPECIAL REQUIREMENTS

- After hours will be required and weekend work may be required – some shifts are 12pm – 8pm.
- Unrestricted right to live and work in Australia.

- A current National Police Check will be required.
- Any offer of employment is conditional upon receipt and maintenance of a satisfactory Working with Children Check.
- In line with Government guidelines, this position may need to be based at home during certain periods. As such a reliable internet connection will be required.
- Successful applicants will be required to provide proof of COVID-19 Vaccination prior to commencement.

## 7. ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

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| Name:      |  |
| Signature: |  |
| Date:      |  |