

<b>Position title</b>	Senior Clinician	<b>Reference</b>	EP:DWN
<b>Reporting to</b>	Program Manager Early Psychosis	<b>Location</b>	Darwin
<b>Division</b>	Mental health	<b>Section</b>	headspace Early Psychosis
<b>Approved</b>	Director Mental Health	<b>Date</b>	March 2024
<b>Comments:</b>			

## Organisation Statement

Anglicare NT is a respected provider of quality human services across urban, regional and remote areas of the Northern Territory. We demonstrate our values of Hope, Kindness, Respect, Fairness and Integrity through strength-based and trauma informed practice, cultural respect, child safety, social justice, community development and partnerships. Anglicare NT was formed by the Anglican Diocese of the NT to respond to the social needs of our diverse communities.

## Purpose of the Position

You will provide effective engagement, comprehensive clinical assessment, assertive case management and treatment to young people presenting with or at risk of developing psychosis and their families. This includes a strong emphasis on engagement using a flexible and recovery-oriented model of care. You will work collaboratively in a multi-disciplinary team to provide treatment and support to young people and families in line with the Australian Early Psychosis Program (AEPP) model of care. You will be skilled in the provision of clinical evidence-based interventions, assertive outreach and complex risk assessments and subsequent safety planning with young people and their families.

You will also provide leadership support and clinical guidance to Early Psychosis team members with the support of the Clinical Lead and Program Manager Early Psychosis, to deliver a strengths and evidence based, youth focussed, clinical mental health service to young people and families. In this role, you will be well supported through an outcome-orientated multi-disciplinary team structure with opportunities for professional development. You will uphold the values of Anglicare NT and provide quality services within the scope of the position and associated delegations.

## Selection Criteria

### Position Specific Requirements

1. Approved tertiary qualification in a relevant allied health discipline and current membership with AHPRA, or membership of and adherence to the AASW standards for social workers. Postgraduate qualifications in adolescent mental health or equivalent training preferred.
2. Demonstrated excellent interpersonal and mental health clinical skills in engagement, assessment, holistic treatment provision to young people and families presenting with a range of emotional, social, or developmental difficulties, including psychosis and alcohol and other drug difficulties.
3. Demonstrated practice skills in the delivery of CBT for psychosis and other mental health difficulties and supervising staff to deliver therapeutic intervention within a mental health team.
4. Demonstrated passion and commitment to improving the social and emotional wellbeing of young Aboriginal people and their families.
5. Demonstrated ability to work within structures of supervision and clinical accountability in line with the National Standards of Mental Health Services and all relevant NT legislation and service procedures.
6. Ability to function independently and seek guidance and support, when necessary, as part of a multidisciplinary team with a "can do" attitude with a positive hopeful and optimistic outlook.
7. Demonstrated skills and knowledge with respect to the assertive engagement, crisis intervention and management of young people with complex needs in the acute phase of a mental illness and the application of the NT Mental Health and Related Services Act during the acute phase of treatment.

### General Criteria

1. Demonstrated commitment to work respectfully and inclusively with Aboriginal and Torres Strait Islander and culturally and linguistically diverse people.
2. Demonstrated adherence to legislation, policies and procedures and a commitment to EEO, WHS, risk management and quality improvement practices.
3. Northern Territory Working with Children Clearance (Ochre Card).
4. National Police Criminal History Report (less than three months old) with acceptable outcome.
5. Ability to meet 100-point ID and additional visa / overseas work compliance measures.

6. Northern Territory Driver's Licence.
7. Demonstrated currency of pandemic and job specific vaccinations (and boosters).
8. First Aid Certificate (or willingness to obtain within agreed timeframe).

## Key Responsibilities

### 1. Clinical Practice

- Provide clinical assessment, intervention, case-management and therapy to young people initially presenting to the early psychosis program with or at risk of developing early psychosis using a strengths-based, developmentally appropriate support to young people and their families.
- Actively support young people and families in collaboration with the treating team, to manage clinical risk within a supportive, recovery focused, comprehensive clinical mental health service.
- Work with the Clinical Lead and Program Manager to ensure the provision, co-ordination and delivery of the Early Psychosis program is of a high quality and in line with the Australian Early Psychosis Program (AEPP) model of care in the treatment of young people experiencing symptoms of psychosis.
- Work in a culturally safe and appropriate manner to deliver culturally appropriate mental health supports and services to Aboriginal young people and families accessing headspace Darwin.
- Maintain up-to-date records and comply with data collection standards.
- Practice in accordance with the relevant standards of clinical care as appropriate for discipline specific activities, professional development activities and supervision.
- Manage clinical risk and actively work towards supporting staff in safety planning and to ensure risk concerns and complex clinical matters are escalated to the Clinical Lead, Program Manager, Operations Manager and Clinical Director as required and as per local work procedures.
- Ensure targets are met and assist in any evaluation processes including collecting, recording and analysis of data and completion of clinical documentation.
- Actively collaborate with internal and external partners increase understanding of psychosis and early identification of potential psychotic symptomatology in young people across the greater Darwin Region.

### 2. Team Development and Clinical supervision

- Work closely with the Clinical Lead and Program Manager to support an experienced team of staff who are engaged, youth-focussed, responsive, empathic, and optimistic that ensures families and supports are actively engaged. Engage in a working environment conducive to a high standard of contemporary evidence based clinical practice.
- Provide timely clinical consultation, supervision and training of clinical and non-clinical staff within the Early Psychosis Program and broadly across headspace sites where required. Act as a resource for staff in providing a responsive and flexible service which meets the needs of young people and their families.
- Working closely with the Clinical Lead, Program Manager, and the team to identify quality improvement opportunities and contribute to the vision, strategic planning, and relevant policy and procedure development relevant to the Early Psychosis Program.
- Orientating new team members to service information and processes, including supporting student placements.
- Demonstrate positive team behaviours that contribute to a high performing, engaged, youth focussed and family inclusive, optimistic, and hardworking team.
- Collaborate with professionals from other disciplines across all headspace Darwin and Anglicare NT services and other agencies and engage in partnership development that expands the range of services and access to services for young people with early psychosis and their families.
- Be available as required to ensure resources and rosters are sufficiently flexible and efficient to meet workflow demands and assertive engagement of young people and families, inclusive of extended/out of hours work. This may include backfill in the wider headspace services delivered by Anglicare NT for other clinicians on leave and assist with functional recovery groups.

## General Requirements

- Comply with Federal, NT and Local Government legislation, regulations, permits and / or by laws.
- Adhere to delegations, code of conduct, policies, procedures and general conditions of employment.

- Work within contract, program / project parameters and scope of practice.
- Comply with program guidelines, work plans, budget, data and reporting requirements.
- Comply with WHS requirements – remain vigilant and contribute to a safe working environment and maintain pandemic related and job specific mandated vaccinations (and boosters).
- Embrace organisational values, work cooperatively and help sustain a respectful workplace.
- Support and mentor work colleagues by sharing your skills, knowledge and strengths.
- Help implement our Reconciliation Action Plan and build an inclusive and culturally competent workforce.
- Maintain confidential client, staff and organisational information in line with requirements.
- Keep up to date with workplace communications, staff meeting records and the intranet.
- Contribute to planning, evaluation and continuous quality improvement activities.
- Participate in supervision, performance reviews and undertake approved training.
- Maintain attendance, payroll and leave records in accordance with procedures.

### **Delegation of Authority**

As per Board approved Delegation of Authority Schedule and aligned position classification (noting content will updated from time to time).

Currently this position has no direct reports; however, it is graded at a Level whereby staff can be allocated for supervision on a temporary or permanent basis.

This position may be asked to provide supervision to students on field placements (where an employee has the qualifications to do so) and / or on the job assistance to new entrant employees.