

POSITION DESCRIPTION

CCLHD - Aboriginal Clinical Lead - VAN

Our CORE values
Collaboration Openness Respect Empowerment



Organisation	NSW Health
Local Health District / Agency	Central Coast Local Health District
Position Classification	Counsellor Lvl 4 ,Psychologist, Sexual Assault Worker Lvl 4, Snr Psychologist, Social Worker Lvl 4
State Award	Health and Community Employees Psychologists (State) Award NSW Health Service Health Professionals (State) Award
Category	Allied Health Health Clinician
Vaccination Category	Category A
ANZSCO Code	251999 Health Diagnostic and Promotion Professionals nec
Website	www.cclhd.health.nsw.gov.au

PRIMARY PURPOSE

The Aboriginal Clinical Lead - Violence Abuse and Neglect will provide clinical leadership, consultation, supervision and mentorship to ensure an Aboriginal world view is embedded within Violence, Abuse and Neglect teams.

As part of a multidisciplinary health care team, this role will support quality services to Aboriginal people and families accessing care in Violence, Abuse and Neglect to meet their health and wellbeing needs. VAN staff are an intentional workforce and share the responsibility of culturally safe care. This role will actively engage community to continue to build trust and engagement with Aboriginal people living on Darkinjung Country.

This position is a key member of the clinical leadership team and will also support all Aboriginal staff working in Violence, Abuse & Neglect, ensuring a culturally safe environment for all Aboriginal staff.

Opportunities to engage and connect with the Aboriginal workforce state-wide and locally will be encouraged in addition to the cultural and clinical supervision, support and training provided.

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RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.

ESSENTIAL CRITERIA

- This is an Identified Aboriginal and/or Torres Strait Islander Position. Applicants for this position must be of Aboriginal descent through parentage, identification as being Aboriginal and being accepted in the community as such. An applicant's race is a genuine occupational qualification and is authorised under Section 14(d) of the NSW Anti-Discrimination Act 1977. Applicants must demonstrate Aboriginality in addition to addressing the selection criteria. For information refer to the [Stepping Up website](#).
- Bachelor Degree in health related field such as Social Work, Counselling or Psychology.
- Registration with AHPRA (Psychologist) or membership with the AASW (Social Work).
- An eligible NSW Driver Licence and willingness to travel for work
- National Criminal Record Check
- Working with Children Check
- Vaccination A / immunisation requirement

Responsibilities under WHS: Supervisor

As a leader you are expected to support the organisation achieve the aims of the safety management system, to establish and maintain a positive health and safety culture in the workplace and to consult with workers and others when making decisions that may impact upon the health, safety and welfare of those in the workplace

Responsibilities under WHS: Non Supervisor

You must take all reasonable care for yourself and others and comply with any reasonable instruction, policies and procedures relating to work health safety and wellbeing

KEY ACCOUNTABILITIES

- Provide information and support to vulnerable families who may be more likely to experience or be exposed to violence, abuse and neglect
- Engaging with Aboriginal community leaders, Aboriginal community-controlled organisations and services to support and facilitate access for people who experience violence, abuse and neglect.
- Support children, young people, adults and families who have or may have experienced violence, abuse and neglect, by providing trauma informed and culturally safe therapy, counselling other supports and services.
- Participate in the provision of clinical consultation, supervision and cultural consultation to staff working with Aboriginal families to ensure culturally safe responses.
- Engage in activities to improve local collaboration, joint work and communication with other agencies, including DCJ, NSWPF and Education.
- Participate in program and service planning to contribute to and ensure a culturally safe service for Aboriginal clients and environment for staff, interagency partners and visitors.
- Social Workers will participate in the Gosford Social Work On-Call roster. See attached information.

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Training and support provided.

KEY CHALLENGES

- Informing high quality assessment and therapeutic services to clients with complex needs, in a culturally sensitive and appropriate manner.
- Addressing the sensitive subject of violence, abuse and neglect within community.
- Ensuring effective interagency communications and case management to address risk factors and ensure of therapeutic management plans are effective, culturally safe and trauma informed.
- To lead and ensure effective integration, consultation and liaison within VAN services and more broadly across the health service.

KEY RELATIONSHIPS

Who	Why
Violence Abuse and Neglect Services/Women Children and Families Directorate, management and team	To ensure effective integration, referral pathways and collaborative care is established and maintained.
Health Professionals and services /multidisciplinary team/Aboriginal Health	For consultation and advice regarding clinical risk, care planning and clinical handover, cultural consultation, supervision and support.
Children and families accessing the service	Respond to queries, identify risks and needs, communicate services and redirect, escalate or resolve issues.
Government and non-government organisations and community groups including Aboriginal communities.	Provide expert advice and secondary consultations as required, facilitate referrals when appropriate. Collaborate on joint initiatives to meet the Program objectives.
Other services and networks as identified such as Education Centre Against Violence	Knowledge of and access to relevant training and support. Participate in relevant networks to support local response.

SELECTION CRITERIA

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1. This is an Identified Aboriginal/Torres Strait Islander Position. An applicant's race is a genuine occupational qualification and is authorised under Section 14(d) of the NSW Anti-Discrimination Act 1977. Please tell us a bit about yourself.
2. Bachelor's degree in a health related field such as Social Work, Counselling or Psychology
3. Demonstrated high level understanding of the dynamics and effects of violence, abuse and neglect and demonstrated experience in best practice model for working with children, young people and adults who have experienced trauma.
4. Demonstrated experience in, or commitment to, providing culturally responsive services to individuals and their families who have experienced interpersonal violence.
5. Demonstrated commitment to clinical and cultural supervision and provision of supervision to other staff as required.

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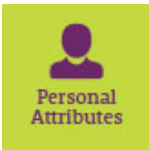
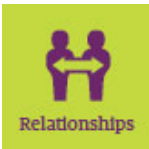
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CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Advanced
	Act with Integrity	Advanced
	Manage Self	Advanced
	Value Diversity and Inclusion	Advanced
 Relationships	Communicate Effectively	Advanced
	Commit to Customer Service	Advanced
	Work Collaboratively	Advanced
	Influence and Negotiate	Advanced
 Results	Deliver Results	Advanced
	Plan and Prioritise	Advanced
	Think and Solve Problems	Advanced
	Demonstrate Accountability	Advanced
 Business Enablers	Finance	Foundational
	Technology	Adept
	Procurement and Contract Management	Foundational
	Project Management	Intermediate

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NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Display Resilience and Courage	Advanced	- Remaining composed and calm and act constructively in highly pressured and unpredictable environments - Give frank, honest advice in response to strong contrary views - Accept criticism of own ideas and respond in a thoughtful and considered way - Welcome new challenges and persist in raising and working through novel and difficult issues - Develop effective strategies and show decisiveness in dealing with emotionally charged situation and difficult or controversial issues
Personal Attributes Act with Integrity	Advanced	- Model the highest standards of ethical and professional behaviour and reinforce their use - Represent the organisation in an honest, ethical and professional way and set an example for others to follow - Promote a culture of integrity and professionalism within the organisation and in dealings external to government - Monitor ethical practices, standards and systems and reinforce their use - Act promptly on reported breaches of legislation, policies and guidelines
Personal Attributes Manage Self	Advanced	- Act as a professional role model for colleagues, set high personal goals and take pride in their achievement - Actively seek, reflect and act on feedback on own performance - Translate negative feedback into an opportunity to improve - Demonstrate a strong interest in new knowledge and emerging practices relevant to the organisation - Take the initiative and act in a decisive way
Personal Attributes Value Diversity and Inclusion	Advanced	- Encourage and include diverse perspectives in the development of policies and strategies - Take advantage of diverse views and perspectives to develop new approaches to delivering outcomes - Build and monitor a workplace culture that enables diversity and fair and inclusive practices - Implement practices and systems to ensure that individuals can participate to their fullest ability - Recognise the value of individual differences to support broader organisational strategies - Address non-inclusive behaviours, practices and attitudes within the organisation - Champion the business benefits generated by workforce diversity and inclusive practices

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Relationships Communicate Effectively	Advanced	• Present with credibility, engage diverse audiences and test levels of understanding • Translate technical and complex information clearly and concisely for diverse audiences • Create opportunities for others to contribute to discussion and debate • Contribute to and promote information sharing across the organisation • Manage complex communications that involve understanding and responding to multiple and divergent viewpoints • Explore creative ways to engage diverse audiences and communicate information • Adjust style and approach to optimise outcomes • Write fluently and persuasively in plain English and in a range of styles and formats
Relationships Commit to Customer Service	Advanced	• Promote a customer-focused culture in the organisation and consider new ways of working to improve customer experience • Initiate and develop partnerships with customers to define and evaluate service performance outcomes • Promote and manage alliances within the organisation and across the public, private and community sectors • Liaise with senior stakeholders on key issues and provide expert and influential advice • Identify and incorporate the interests and needs of customers in business process design and encourage new ideas and innovative approaches • Ensure that the organisation's systems, processes, policies and programs respond to customer needs • Ensure systems are in place to capture customer service insights to improve services
Relationships Work Collaboratively	Advanced	• Recognise outcomes achieved through effective collaboration between teams • Build cooperation and overcome barriers to information sharing, communication and collaboration across the organisation and across government • Facilitate opportunities to engage and collaborate with stakeholders to develop joint solutions • Network extensively across government and organisations to increase collaboration • Encourage others to use appropriate collaboration approaches and tools, including digital technologies
Relationships	Advanced	• Influence others with a fair and considered approach and present

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Influence and Negotiate		persuasive counter-arguments • Work towards mutually beneficial 'win-win' outcomes • Show sensitivity and understanding in resolving acute and complex conflicts and differences • Identify key stakeholders and gain their support in advance • Establish a clear negotiation position based on research, a firm grasp of key issues, likely arguments, points of difference and areas for compromise • Anticipate and minimise conflict within the organisation and with external stakeholders
Results Deliver Results	Advanced	• Seek and apply the expertise of key individuals to achieve organisational outcomes • Drive a culture of achievement and acknowledge input from others • Determine how outcomes will be measured and guide others on evaluation methods • Investigate and create opportunities to enhance the achievement of organisational objectives • Make sure others understand that on-time and on-budget results are required and how overall success is defined • Control business unit output to ensure government outcomes are achieved within budgets • Progress organisational priorities and ensure that resources are acquired and used effectively
Results Plan and Prioritise	Advanced	• Understand the links between the business unit, organisation and the whole-of-government agenda • Ensure business plan goals are clear and appropriate and include contingency provisions • Monitor the progress of initiatives and make necessary adjustments • Anticipate and assess the impact of changes, including government policy and economic conditions, on business plans and initiatives and respond appropriately • Consider the implications of a wide range of complex issues, and shift business priorities when necessary • Undertake planning to help the organisation transition through change initiatives, and evaluate progress and outcomes to inform future planning
Results Think and Solve Problems	Advanced	• Undertake objective, critical analysis to draw accurate conclusions that recognise and manage contextual issues • Work through issues, weigh up alternatives and identify the most effective solutions in collaboration with others • Take account of the wider business context when considering options to resolve issues

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		- Explore a range of possibilities and creative alternatives to contribute to systems, process and business improvements - Implement systems and processes that are underpinned by high quality research and analysis - Look for opportunities to design innovative solutions to meet user needs and service demands - Evaluate the performance and effectiveness of services, policies and programs against clear criteria
Results Demonstrate Accountability	Advanced	- Design and develop systems to establish and measure accountabilities - Ensure accountabilities are exercised in line with government and business goals - Exercise due diligence to ensure work health and safety risks are addressed - Oversee quality assurance practices - Model the highest standards of financial probity, demonstrating respect for public monies and other resources - Monitor and maintain business unit knowledge of and compliance with legislative and regulatory frameworks - Incorporate sound risk management principles and strategies into business planning
Business Enablers Finance	Foundational	- Understand that government services budgets are limited and must only be used for intended purposes - Appreciate the importance of accuracy and completeness in estimating costs and calculating and recording financial information - Be aware of financial delegation principles and processes - Understand basic compliance obligations related to using resources and recording financial transactions
Business Enablers Technology	Adept	- Identify opportunities to use a broad range of technologies to collaborate - Monitor compliance with cyber security and the use of technology policies - Identify ways to maximise the value of available technology to achieve business strategies and outcomes - Monitor compliance with the organisation's records, information and knowledge management requirements
Business Enablers Procurement and Contract Management	Foundational	- Comply with basic ordering, receipting and payment processes - Apply basic checking and quality control processes to activities that support procurement and contract management - Understand probity principles relating to purchasing

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Group and Capability	Level	Behavioural Indicators
Business Enablers Project Management	Intermediate	• Perform basic research and analysis to inform and support the achievement of project deliverables • Contribute to developing project documentation and resource estimates • Contribute to reviews of progress, outcomes and future improvements • Identify and escalate any possible variance from project plans