

Position title	Senior Clinician	Reference	hsD: Primary Mental Health Services
Reporting to	Clinical Lead	Location	Darwin
Division	Mental Health	Section	headspace Darwin Primary
Approved	Executive Manager Mental Health	Date	January 2025
Comments:			

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 screening, assessment, targeted, goal and outcome focussed interventions for young people aged 12-25 years accessing headspace Darwin. You will have the opportunity to support a young person from initial contact with headspace Darwin through to providing ongoing therapeutic intervention according to best practice standards. Flexibility will be key to enable building a positive rapport with a wide range of young people, including young Aboriginal and Torres Strait Islander young people, as well as their family, friends and external stakeholders. You will be a skilled clinician in assessing the needs of young people and their families, including complex risk assessments and collaborative safety and care planning.

You will practice from a choice philosophy, practicing in a collaborative, strength-based and empowering manner with young people and their families. You will support other clinicians within the team to develop an understanding of a young person's support needs and provide clear referral pathways options either internally or externally as appropriate to the young person's goals for change. You will maintain current data standards and clinical records in a timely and professional manner. You will participate in clinical supervision and consultation and will work well in a multidisciplinary team. You will support the work of other headspace Darwin teams as necessary and deliver community awareness, information sessions and group work as required. 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. The minimum qualification required is an approved tertiary qualification and minimum 3-years' experience in a clinical mental health/health discipline and registration with the relevant regulatory body such as AHPRA or membership of and adherence to professional standards, for example AASW for social workers.
2. Undertake the provision of individual, family and group work, including screening, assessment, targeted goal and outcome focussed interventions to young people and their families accessing headspace Darwin.
3. Experience in conducting risk assessments and developing safety plans to help manage these risks.
4. Experience delivering culturally sensitive interventions to culturally and linguistically diverse groups. Commitment to working with young Aboriginal and Torres Strait Islander young people and their families.
5. Experience in working with young people within a multi-disciplinary mental health or youth service setting. Including a demonstrated understanding of mental health issues impacting young people, best practice treatment options, support services and co-morbidities.
6. Exceptional interpersonal skills (both written and verbal) with the ability to engage with a diverse range of young people and families and proactively advocate on their behalf.
7. Excellent organisational and time management skills, including the ability and flexibility to prioritise and manage multiple and competing tasks and responsibilities.
8. Ability to work both independently and collaboratively as a productive team member, supporting your team members and contributing to a healthy and sustainable work environment and culture.

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 a high-quality youth friendly, family inclusive service to young people who are experiencing mild to moderate mental health difficulties and facilitate warm referrals to external community or health services.
- Adopt and encourage a flexible approach to recovery based mental health care, which is person centred and responsive to the specific needs of those engaged with the service.
- Provide brief-intervention based therapy (including single session-based interventions) to young people and their families.
- Using a strength-based, youth friendly, family inclusive choice philosophy, practicing in a collaborative, strength-based and empowerment focussed approach, conduct bio-psycho-social assessments, inclusive brief interventions such as Single Session Therapy and Single Session Family Consultations.
- Maintain high quality, evidence based, therapeutic intervention, assessment and screening skills (including risk assessment and safety planning) through the provision of direct service delivery (both initial appointments and Targeted goal and outcome focussed, evidence-based interventions ongoing goal-directed, evidence based therapeutic interventions).
- Using a 'no wrong door' approach to provide support to young people and their families seeking services or advice relating to mental health. This includes considering external opportunities and pathways to provide support where a young person's needs are better met by a service outside of headspace.
- Work in a culturally safe and appropriate manner to deliver culturally appropriate mental health supports and services to Aboriginal and Torres Strait Islander young people accessing headspace Darwin.
- Maintain up-to-date records and comply with data collection standards.
- Participate in the process of continuous quality improvement including accreditation processes (hMIF and NSMHS) and identifying and participating in practice improvement projects as required.

2. Teamwork, Communication and Leadership

- Demonstrate positive team behaviours that contribute to a high performing, engaged, youth friendly, optimistic and hardworking team.
- Contribute to the learning and support of staff including effective integration with other teams operating within headspace Darwin. Develop and maintain strong links at the clinical level with relevant mental health and other community services.
- Work with community engagement staff to represent headspace Darwin and promote the service at community awareness events.
- Work across different program areas to meet the needs of a dynamic youth mental health service.
- Develop and maintain a working environment conducive to a high standard of evidence based clinical practice.
- Contribute to a healthy, supportive, and engaging workplace culture.

Have a willingness and availability to work during extended hours or across sites in order to support clinical coverage and reduce the barriers for young people and families accessing care. . This may include backfill in the wider headspace services (Katherine and Darwin) for other clinicians on leave or to 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).

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.