

Position title	Clinical Lead	Reference	hsD: Early Psychosis
Reporting to	Early Psychosis Program Manager	Location	Casuarina
Division	headspace Darwin	Section	Mental Health
Approved	Clinical Operations Manager Darwin	Date	MAY 2024
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 clinical leadership, supervision, and support to the headspace Early Psychosis Team; to deliver effective, developmentally appropriate and evidence-based interventions to young people and their families. You will provide direct clinical care to a small caseload of young people who are either at risk of or experiencing a first episode of psychosis and direct line management to staff working directly with young people and families.

In conjunction with the Program Manager Early Psychosis, the Clinical Lead has overall responsibility for providing clinical leadership and ensuring clinical care is carried out in an effective way that meets the needs of young people and families in line with the Australian Early Psychosis Guidelines and the headspace model.

You will work closely with the Early Psychosis Program Manager and Clinical Director to ensure care provided to young people and their families is evidence based and will be expected to engage in quality assurance work such as file auditing, clinical review and lead team in-services to maintain a strong, motivated team culture as well as uphold the continuing quality improvement activities of the service. 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 5 years' experience in a mental health-related 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. Demonstrated effective leadership skills with experience in providing clinical leadership and supervision within a multi-disciplinary team.
3. A passion for youth mental health and keen interest in improving service, access and cultural safety of primary youth services.
4. Experience and passion for working with young Aboriginal people and their families.
5. Experience providing a range of early intervention services to young people within a mental health setting including provision of group programs (minimum 3 years).
6. Experience providing direct staff supervision and leadership (minimum 2 years)
7. Experience in the provision of Clinical Supervision and registration as a Board Approved Supervisor (if Psychologist)
8. Experience working within a headspace service and familiarity with the headspace Early Psychosis program or tertiary mental health service is considered highly desirable.

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. First Aid Certificate (or willingness to obtain within agreed timeframe)
8. Evidence of COVID vaccination

Key Responsibilities

1. Team Development, Leadership and Clinical Supervision

- Work closely with the Early Psychosis Program Manager to support a skilled team of staff to provide effective and culturally appropriate care to young people experiencing mental health difficulties, including psychotic experiences, AOD use and other co-occurring mental health difficulties.
- Provide leadership, line management and clinical supervision to staff to enhance clinical and professional development. Act as a resource for staff in providing a responsive and flexible service which meets the needs of young people and their families, including supporting staff in treatment planning and clinical decision making.
- Contribute to the vision, strategic planning, and relevant policy and procedure development relevant to the Early Psychosis service and actively participate as a member of the headspace management team.
- Provide timely clinical consultation to Early Psychosis clinicians on an as needed basis.
- Assist the Early Psychosis Program Manager in:
 - Managing referrals, demand for services and allocating resources as appropriate.
 - Creating a coordinated, responsive and integrated team with a high performing work culture.
 - Supporting a culturally inclusive, age and gender sensitive, youth focused family friendly service
 - Orienting new team members to service information and processes, including supporting student placements
 - Conducting regular audits of data collection systems and Electronic Medical Records.
 - Promoting a culture of continuous professional development by participating in clinical supervision, intake and clinical reviews, essential training and professional development opportunities.
 - Contributing to a safe environment and participate in strategies and systems to promote the health and safety of all staff and visitors to the service.
 - Manage clinical risk across the team and actively work towards risk reduction strategies. Ensure that risk issues and complex client matters are escalated to the Early Psychosis Program Manager and Clinical Director as per local work procedures.
 - Lead regular clinical review meetings with documented clinical treatment and work plans and lead these as directed. Provide consultation to other clinicians to ensure that appropriate psychological interventions are incorporated into treatment planning.
- Assist in any evaluation processes including the collection, recording and analysis of data. Enter data in the electronic medical records so that reporting systems are utilised including the minimum data set (MDS) for all clients.
- Ensure that any research and clinical activities of the services are well integrated and that any research findings are incorporated into the clinical practice of the staff and disseminated widely to other services.
- Represent Early Psychosis and the wider headspace service at various community forums and organisations, support the operation of any service level agreements and actively promote and develop early intervention and first episode psychosis principles.

2. Clinical Practice

- Provide a youth friendly, developmentally appropriate, family inclusive service to young people who are experiencing mild to moderate mental health problems or facilitate warm referrals to external community or health services.
- Provision of comprehensive, evidence – based clinical case management and psychological interventions consistent with the Australian Early Psychosis Program (AEP) model of care and recovery framework.
- Assist the Early Psychosis team to continuously identify quality improvements for the development and maintenance of best clinical and recovery practice within the headspace Darwin.
- 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.
- Using a strength-based, youth friendly, family inclusive approach, conduct bio-psycho-social assessments with young people presenting to headspace Darwin, 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 intake assessments and ongoing goal-directed, evidence based therapeutic interventions).
- Using a 'no wrong door' approach, provide direct clinical care and support to young people and their families seeking services or advice relating to mental health. Consider all opportunities and pathways to provide support.
- Work in a culturally safe and appropriate manner to deliver culturally appropriate mental health supports and services to Aboriginal young people accessing headspace Darwin.
- Assist in any evaluation processes including the collection, recording and analysis of data. Enter data in the electronic medical records so that reporting systems are utilised including the minimum data set (MDS) for all clients.

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.
- 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 is graded at an Award 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.