

Position title	Clinician Early Psychosis	Reference	EP:MATT:DWN/EP:CCT:DWN
Reporting to	Program Manager Early Psychosis	Location	Casuarina
Division	Mental Health	Section	headspace Darwin
Approved	Executive Manager Mental Health	Date	November 2022
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, specifically young people experiencing symptoms of psychosis. 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 people, as well as their family, friends, and external stakeholders. You will be skilled at assessing the needs of young people, including complex risk assessments and collaborative safety and care planning. You will work to practice from a choice philosophy, practicing in a collaborative, strength-based and empowerment focused manner with young people and their families. You will support informed choice by developing a shared understanding with young people and providing clear referral pathways options either internally or externally as appropriate to the 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 1-year experience in a 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. Undertake the provision of individual and group work, including screening, assessment, targeted goal, and outcome focussed interventions to young people and their families accessing headspace Darwin. Experience in conducting risk assessments and developing safety plans to help manage these risks.
3. Experience working with culturally diverse groups with the energy, passion and experience delivering culturally sensitive interventions. Commitment to working with young Aboriginal people and their families.
4. Experience in working with young people within a multi-disciplinary mental health or youth service setting and a demonstrated understanding of mental health issues impacting young people, best practice treatment options, support services and co-morbidities.
5. 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
6. Excellent organisational and time management skills, including the ability and flexibility to prioritise and manage multiple and competing tasks and responsibilities.
7. 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 youth friendly, family inclusive service to young people who are experiencing signs and symptoms of psychosis using a strength-based approach.
- 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 and their families.
- Using a strength-based, youth friendly, family inclusive choice philosophy, practicing in a collaborative and empowerment focussed approach conduct bio-psycho-social assessments, case management, evidence-based interventions to support recovery.
- Maintain high quality, evidence based, therapeutic intervention, assessment, and screening skills (including risk assessment and safety planning) through the provision of direct service delivery (assessment and targeted goal and outcome focussed, evidence-based interventions 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.
- Actively participate in maintaining the philosophy, standards and policies of the Australian Early Psychosis Program (AEP) model of care within headspace Early Psychosis, to promote the recovery of young people, and to create a team culture underpinned by hope, optimism and a recovery framework.
- Maintain up-to-date records and comply with data collection standards.
- Participate in the process of continuous quality improvement including accreditation processes (Orygen Fidelity and NSMHS) and identifying and participating in practice improvement and research projects as required.

2. Teamwork and Communication

- Demonstrate positive team behaviours that contribute to a high performing, engaged youth friendly, optimistic, and hardworking team.
- Assist in optimising the continuity of care for young people through 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 busy youth mental health service.
- Develop and maintain a working environment conducive to a high standard of contemporary evidence based clinical practice.
- Contribute to a healthy, supportive, and engaging workplace culture.

Be available as required to ensure rosters are sufficiently flexible 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 (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.