

Position title	Clinical Lead	Reference	hsK: Primary Mental Health Services
Reporting to	Centre Manager	Location	Katherine
Division	headspace Katherine	Section	Mental Health
Approved	Executive Manager Mental Health	Date	February 2023
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 key leadership and support to the headspace Katherine Primary Team to deliver effective, developmentally appropriate and evidence-based interventions to young people and their families. You will provide direct clinical care to young people who are experiencing mild to moderate mental health issues and clinical supervision to clinicians within the Primary Mental Health Services team. You will support the Social and Emotional Wellbeing Worker to ensure care provided to Aboriginal young people is delivered in a culturally safe way.

The Clinical Lead has overall responsibility for providing clinical leadership and ensuring that day-to-day clinical operations are carried out in an effective way that meets the needs of young people and families. The Clinical Lead will support, in coordination with the headspace Centre Manager, the delivery of the four key streams including mental health, physical and sexual health, alcohol and other drugs (AOD) and work and study. This will include the onboarding of new clinical staff, providing clinical and operational support to clinicians and ensure the adherence to relevant clinical processes and procedures. The Clinical Lead will arrange the facilitation of the headspace Katherine FRP and Outreach program in collaboration with the Centre Manager, Clinical Staff, the Social and Emotional Wellbeing Worker and Community Engagement Worker.

In addition, the Clinical Lead will be required to engage in quality improvement activities which includes having an in-depth understanding of the headspace Model Integrity Framework (hMIF) and ensuring all Primary Mental Health Services staff are operating in accordance to the headspace Model of Care. 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 5 years' 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. Postgraduate qualifications in evidence based therapeutic modalities (i.e. CBT and ACT) is essential.
3. Demonstrated effective leadership skills with experience in providing clinical leadership and supervision within a multi-disciplinary team.
4. A passion for youth mental health and keen interest in improving service, access and cultural safety of primary youth services.
5. Experience and passion for working with young Aboriginal people and their families, including in a remote context.
6. Experience providing a range of early intervention services to young people within a mental health setting including provision of group programs (minimum 3 years).
7. Experience working within a headspace service and familiarity with the headspace Model Integrity Framework and hAPI MDS is 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)

Key Responsibilities

1. Team Development and Clinical Supervision

- Work closely with the Centre Manager to support an expert team of staff to provide effective and culturally appropriate care to young people experiencing mild to moderate mental health issues.
- Provide leadership and regular 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 Primary Mental Health Service and actively participate as a member of the headspace management team.
- Assist the Centre 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 including in our remote community outreach program
 - 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, MDT's 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.

2. Functional Recovery Program Coordination

- Lead, develop, implement, review and facilitate recovery focused group programs for young people and families accessing headspace Katherine services. Ensure these groups are safe and supportive, delivered by suitably qualified clinicians in a therapeutic environment to further facilitate recovery.
- Ensure recovery strategies take account of the impact of various treatments and the impact they have on normal life activities and implement proven strategies that aim to restore or maintain the normal functional trajectory for young people.
- Assist in building links with internal and external agencies that can provide specialist services which complement certain aspects of recovery for a young person.

3. 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.
- 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 Katherine, inclusive of 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 (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 Katherine and in remote community outreach.
- Provide routine screening and assessment including AOD information and resources for young people seeking support for drug and alcohol concerns. Deliver AOD interventions as required.
- 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.

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).