

<b>Position title</b>	Senior Clinician Enhanced Care	<b>Reference</b>	hsD: Access & Enhanced Care
<b>Award &amp; Classification</b>	Award: HPSS Level: 4	<b>Reporting to</b>	Team Leader Enhanced Care
<b>Location</b>	Casuarina	<b>Cost Centre</b>	3413
<b>Section</b>	Mental Health	<b>Program</b>	headspace Darwin
<b>Approved</b>	Executive Manager, Mental Health	<b>Date</b>	29 <sup>th</sup> March 2019

## Agency Statement

Anglicare NT is a respected provider of quality human services across urban, regional and remote areas of the Northern Territory. Our values of Integrity, Fairness, Respect, Community and Hope are demonstrated through our commitment to strength-based practice, cultural respect, child safety, social justice, community development and partnerships. We aim to make a sustainable difference in the lives of Territorians. Anglicare NT is an agency of the Anglican Church of the NT, formed to respond to the social needs of our diverse communities. We are a member of the Anglicare Australia network.

## Purpose of the Position

You will provide increased capacity to engage and support young people with complex needs to seek and maintain their treatment within an enhanced mental health care setting. The Enhanced Care program offers support to young people aged 12 to 25 years experiencing severe/complex mental health issues and the Enhanced Care Senior Clinician will work with other service providers to coordinate care, identify and address the barriers and challenges to access appropriate service pathways and effective treatment.

This role will work closely with General Practitioner's, clinical staff and allied health contracted staff across the headspace Darwin clinical teams to facilitate coordinated care. Reporting to the Team Leader Enhanced Care, this role will provide assessment, care planning, referral, consultation, brief therapeutic input and advice services to young people, their families/carers and community professionals/agencies. This is a Senior Clinical position.

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 health-related discipline and registration with the relevant regulatory body such as APHRA or membership of and adherence to professional standards, such as the AASW for Social Workers.
2. Passion, energy and determination to make a difference to mental health outcomes for young people.
3. Demonstrated passion and commitment to improving the social and emotional wellbeing of young Aboriginal people.
4. Extensive experience in the planning and provision of mental health care, including completion of mental health assessments, crisis intervention, case formulation, psychoeducation and short-term treatment interventions to young people experiencing mental health and/or substance use, and/or other social difficulties using current evidence-based approaches.

5. Extensive service system knowledge, relevant legislation, government policy and strategic directions in relation to mental health and alcohol and other substances particularly as it relates to young people
6. Demonstrated capacity to problem-solve effectively and work creatively with young people, particularly within an early intervention framework.
7. Demonstrated ability to work effectively in a multi-disciplinary team in a mental health setting and to provide leadership and supervision to staff and students if required as part of the senior clinical team.
8. Excellent interpersonal and communication skills (written and verbal) to effectively liaise, build relationships and partnerships, consult and negotiate with a wide variety of stakeholders.
9. Commitment to supporting clinical research within the service.

### General Requirements

1. Demonstrated commitment to working respectfully with Indigenous and culturally and linguistically diverse clients, communities and staff.
2. Demonstrated capacity and willingness to adhere to legislation, Anglicare NT 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. Northern Territory Driver's Licence.
6. First Aid Certificate (or willingness to obtain if required).

### Key Accountabilities and Responsibilities

#### 1. Clinical Responsibilities

- Provide intensive case coordination for young people with complex mental health presentations to assist the young person, family and support system work in a collaborative way to improve the outcomes of young people.
- Provide brief psychological interventions that are evidence based (such as CBT, DBT) both individually and within group settings to assist young people in developing greater coping strategies.
- Lead care coordination for young people across a range of service providers that may include Aboriginal Controlled Health Services, Youth Services and schools to assist in young people and their families receiving greater collaborative care from a range of appropriate service providers.
- Secondary consultation and external support to service providers in relation to evidence-based approaches tailored to the needs of a young person and their family.
- Actively participate in multidisciplinary team decision making around the clinical care of young people presenting with complex mental health needs that is inclusive of family and support networks.
- Participate in quality improvement activities, including conducting Single Session Family Consultations, facilitating functional recovery group programs, and intensive/enhanced models of care.
- Develop and deliver age and developmentally appropriate individual and group work activities that enhance the mental health resilience of young people presenting with complex mental health needs in the local community in collaboration with headspace Darwin staff.
- Develop, maintain and strengthen relationships in the youth and mental health sectors to provide information about the services delivered at headspace and work with other organisations to improve the mental health and wellbeing of young people in the greater Darwin region.
- Within a multi-disciplinary clinical team work collaboratively with all relevant internal and external stakeholders, to support greater support and engagement of Aboriginal young people and their families accessing mental health care.

- Sound knowledge of the common mental health, substance use and social problems faced by young people and the indicated evidence-based treatment/support options for these.
- Well-developed knowledge and understanding of relevant legislation, government policies and strategic directions in relation to mental health and alcohol and other substances, particularly as it relates to young people.

## **2. Team Development and Clinical Supervision**

- Assist to maintain an experienced clinical team of staff who are engaged, youth-friendly, responsive, empathic and optimistic. Work with the Team Leader Enhanced Care to provide clinical care, system support and consultation to best meet the needs of young people with complex needs.
- Provide 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.
- Ensure the continuing improvement of the clinical services delivered by providing clinical support and expert consultation to headspace Darwin staff.
- Develop and maintain strong partnerships with tertiary mental health services and non-government services who work with young people with complex mental health needs and with other key medical service providers.
- Optimise the continuity of care through effective integration with other teams operating within the headspace Darwin centre.
- Develop and maintain a working environment conducive to a high standard of contemporary evidence based clinical practice.
- Be available as required to ensure resource and rosters are sufficiently flexible and efficient to meet workflow demands and assertive engagement. This may include backfill in the wider headspace Darwin service for other clinicians on leave or to assist with functional recovery groups.
- Promote a culture of continuous professional development by participating in clinical supervision, intake and clinical reviews, essential training and professional development opportunities.
- Actively contribute to a positive work culture.

## **Other Duties and Requirements**

- Comply with Federal, NT and Local Government legislation, regulations, permits and / or by laws.
- Adhere to Anglicare NT delegations, policies and procedures and general conditions of employment.
- Model Code of Conduct by working cooperatively and effectively with clients, colleagues, management and external stakeholders.
- Comply with funding contracts, operational guidelines, budgets, approved work plans, data collection, reporting requirements and task directives.
- Comply with Anglicare NT's WHS requirements – remain vigilant about the potential for client/customer related behavioural risks and contribute to a safe working environment.
- Support organisational activities linked to Anglicare NT's Reconciliation Action Plan (RAP) including undertaking Aboriginal and Torres Strait Islander cultural competency training.
- Maintain confidential client, personnel and organisational information in line with legislative and organisational requirements.
- Work collaboratively with team members to address service improvement requirements resulting from client complaints, stakeholder feedback and / or internal or external evaluation processes.

- Keep up to date (read) with emails, staff meeting records, AngliShare (intranet) updates and maintain your knowledge of policy and procedure
- Participate constructively in supervision, performance reviews, professional development and training as required.
- Maintain attendance, leave and higher duty records in accordance with Anglicare NT's procedures and lodge within specified timeframes for each pay period.
- Other suitable duties as directed from time to time within skill set, knowledge and scope of practice.

### **Delegation of Authority**

Expenditure, Operational / Administrative, Personnel, Management and Legal – as per current Delegation of Authority Schedule (endorsed by the Board and periodically updated).

