



Position Description

headspace Adelaide Continuing Care Team (CCT) Senior Clinician

Location: South Australia

Department: **headspace** Adelaide

Employment Type: Full Time/ Part Time, Maximum Term

Approved By: Greg Young

Date Approved: June 2017

Agreed By: _____

Date Agreed: _____

1. HEADSPACE PURPOSE

To build the resilience of young people and the future potential of Australia by delivering effective youth mental health services in partnership with young people, their families and their local communities.

2. HEADSPACE VALUES

It is a requirement of all **headspace** positions that work will be undertaken in line with the **headspace** values as follows:

- Innovative – We have the courage to explore new ideas and take new approaches
- Collaborative – We bring the right people together to get the best result
- Inclusive – We respect and value diversity and believe everyone counts
- Passionate – We are dedicated to making a difference in the lives of young people and their families
- Responsive – We listen to community needs and deliver on expectations to achieve great results

3. POSITION SUMMARY

The **headspace** Adelaide Continuing Care Team (CCT) Senior Clinicians are part of the **headspace** Adelaide Youth Early Psychosis Programme (hYEPP). A **headspace** Adelaide CCT Senior Clinician is responsible for clinical leadership within the **headspace** Youth Early Psychosis Program (hYEPP) CCT, a service specialising in the delivery of phase appropriate mental health

care to young people aged 12 – 25 years, who are at risk of or are experiencing a first episode of psychosis. The incumbent will be responsible for a caseload of young people referred to the service and working collaboratively with the CCT Team Leader to provide clinical leadership, training and supervision of members of the larger multidisciplinary team.

4. POSITION CONTEXT

headspace Adelaide is operated by **headspace** Services Limited (a subsidiary of **headspace** National Youth Mental Health Foundation). **headspace** Adelaide consists of a **headspace** Centre offering standard **headspace** services to young people who are referred or present to the service seeking assistance, and the **headspace** Adelaide Youth Early Psychosis Program (hYEPP).

The **headspace** Adelaide YEPP will ensure provision of timely, accessible, recovery focused care based on the Early Psychosis Prevention and Intervention Centre (EPPIC) model of care.

The overall aims of clinical care within the hYEPP service are:

- To detect early those young people who are experiencing, or at risk of, a first episode of psychosis.
- Intervene early and effectively with young people at risk of a first episode of psychosis to prevent the onset of psychotic illness.
- Amongst those experiencing a first episode of psychosis, to reduce the duration of untreated psychosis in order to minimise the impact of psychosis on the normal developmental trajectory of the young person.
- To provide a responsive, accessible service focussing on strong engagement of young people with first episode psychosis and their family/significant others.
- To enable both symptomatic and functional recovery from a first episode of psychosis.
- To consider all aspects of relapse and relapse prevention in order to prepare and support young people and their families for the longer term self-management of health challenges associated with psychosis.

The Continuing Care Team is a community based, multi-disciplinary team. Consistent with the EPPIC model of care, the service has an assertive outreach function and offers a comprehensive assessment and intensive case management service for a period of two-five years working to best practice guidelines outlined in the Australian Clinical Guidelines for Early Psychosis.

5. KEY RESPONSIBILITIES/OUTCOMES

The **headspace** Adelaide CCT Senior Clinician is responsible for modelling best practice in direct clinical care and clinical leadership in the **headspace** Youth Early Psychosis Program (hYEPP) CCT Team. The incumbent will work collaboratively with and report to the hYEPP Team Leader.

The **headspace** Adelaide CCT Senior Clinician is expected to be capable of functioning independently as well as work collaboratively with other senior clinicians within **headspace** Adelaide, to plan and develop services which are consistent with evidence-based/evidence-led best practice standards, and are in line with the strategic direction and vision for hYEPP. This role may also be required to oversee quality assurance processes, supervise staff, co-ordinate business and professional development meetings and contribute to the development and maintenance of community partnerships with key external stakeholders.

Developing effective interfaces across programs within the service is critical in the role and the facilitation of relevant research activities is paramount and in line with the over-arching aim of developing a centre of excellence.

The **headspace** Adelaide CCT Senior Clinician will be responsible for intake and triage duties, the provision of mental health assessment and most particularly, offering an intensive case management service to young people of the service. We anticipate developing an active group programme and opportunities will be available to be involved in their facilitation.

The position is responsible for:-

- Offering direct service delivery – evidence informed, intensive case management - to a caseload of young people experiencing a first episode of psychosis and their family/carers.
- In consultation with senior program staff, providing clinical leadership and direction for a multidisciplinary clinical team delivering evidence based treatment to young people experiencing a first episode of psychosis and their family/carers.
- Providing and monitoring the support offered to clinicians, including formal and informal supervision, education, training, mentoring, access to secondary consultation and professional development opportunities.
- Ensuring the delivery of high quality care based on existing evidence, the EPPIC model and Australian Clinical Guidelines for Early Psychosis standards.
- Taking an active, leadership role in team clinical and management forums to ensure best practice guides clinical decision making, particularly for those more complex cases where less experienced or expert staff are involved.
- Strongly contributing to development of a team culture that supports a youth friendly, responsive, engaged, empathic, optimistic and recovery focused approach to first episode psychosis for the young person and their family and friends.
- Modelling best practice in identifying any risk issues before negotiating a comprehensive treatment plan (including a risk management plan where indicated) for every young person registered with the service and their family.
- Promoting continuity of care by taking an active role in the provision of services to young people on caseload when acutely unwell or in crisis including offering assertive in-reach into inpatient units, crisis & respite facilities or the community more generally while promoting community-based, least restrictive, less stigmatising treatment as the preferable option.
- Engaging in effective consultation, liaison and linkage within the headspace Adelaide service across all programmes and externally with other mental health services so that the young person and their families/ carers receive the highest quality of care.
- Leading by example and, completing, in a prompt, timely manner, all clinical documentation, screening and assessment tools, and all data collection requirements of the service.
- With the CCT Team Leader and other senior clinical staff, ensuring that effective clinical processes including, for example, critical incident responses, clinical review, business and team meetings, are developed, implemented, monitored and ongoingly evaluated for quality improvement.
- Demonstrating highly developed communication skills, both verbal and written, with an ability to interact with a diverse range of people, for example, young people, health professionals, academic researchers, and service providers, in the course of conducting direct clinical duties or when engaged in service development activities.
- Knowledge of relevant legislation pertaining to mental health services particularly for young people between the age of 12-25 years and their family.
- Other duties consistent with the position where required and/or requested by your Manager.

6. SELECTION CRITERIA

Essential Requirements

- Approved tertiary qualification in an allied health discipline, including social work, psychology (clinical, counselling), mental health nursing, and occupational therapy.
- Eligibility for membership of the appropriate professional body. Social workers are required to be eligible for full membership with AASW. Psychologists, mental health nurses, and occupational therapists are required to have full registration with AHPRA.
- A minimum of 5 years experience of working in clinical mental health. Experience involving young people assessed at significant risk of, or experiencing, a first episode of psychosis is advantageous.
- Knowledge of the first principles guiding approaches to working with young people at risk of or experiencing a first episode psychosis.
- A comprehensive understanding of the principles of community based, intensive case management.
- Possessing an advanced level of clinical skills in engaging young people with mental health challenges and their families.
- Demonstrated ability to provide high quality assessment, psychoeducation and evidence – based psychological interventions, such as Cognitive Behavioural therapy (CBT) within a stress-vulnerability framework for young people.
- Experience in clinical leadership roles, including the provision of clinical supervision, contributing to staff appraisals and assisting in the development and implementation of professional development programmes.
- Ability to use relevant information technology, electronic recording systems and data management tools.
- Highly developed communication skills, both verbal and written, and a demonstrated ability to develop and maintain relationships that encourage collaboration, participation and cooperation across disciplines and across services and a range of external stakeholders.
- A broad understanding of the mental health service system in Australia, including the range of professionals that work within, or come into contact with, the mental health sector.
- Ability to work in a highly productive environment with time pressures while managing multiple tasks.
- Ability and preparedness to integrate clinical practice with research and evaluation.
- Knowledge of relevant legislation pertaining to mental health services particularly for young people between the age of 12-25 years and their family.

Desirable Requirements

- Experience in working in a specialist service for young people experiencing or at risk of a first episode of psychosis.
- A post graduate qualification in an area relevant to youth mental health and/or first episode psychosis.

7. POLICIES AND WORKPLACE PRACTICES

All **headspace** employees are required to acquaint themselves with the organisation's policies and procedures and to abide by them at all times.

It is expected that at all times, employees will:

- Be respectful towards the organisation, colleagues, clients and the general public.
- Be cognisant of and uphold the objectives and philosophy of **headspace**.

- Act collaboratively with all colleagues.
- Act in a safe and responsible manner at all times.

8. OTHER ROLE REQUIREMENTS

- Current Working with Children Check & Police Check
- Current driver's licence
- Six month probationary period and annual performance development review
- Hours of work- business hours, some flexibility will be required to work after hours as required
- Approved qualifications and current eligibility to work in Australia

9. OTHER ROLE REQUIREMENTS

- A current Working with Children Check/Police Check
- A current Australian driver's licence
- A 6 month probationary period
- Hours of work; business hours, with some flexibility required to work after hours, as required
- Approved qualifications and current eligibility to work in Australia