

## Position Description

### headspace Griffith Clinician

<b>Program</b>	Headspace
<b>Location</b>	Headspace Griffith
<b>Employment Type</b>	Full/Part Time
<b>Classification</b>	SCHADS
<b>Travel Required</b>	On request

**Centacare South West NSW is the lead agency for headspace Griffith. The successful applicant will be an employee of Centacare South West NSW and therefore is required to work under our policies and procedures.**

#### About Lead Agency Centacare South West NSW

We are a Catholic Social Service agency of the Diocese of Wagga Wagga and we exist to make a positive difference in people's lives. Our Vision is to empower communities, children, individuals, and families to create change for the better. We do this by creating thriving, resilient, and connected communities.

Our Objectives:

- Community needs are at the heart of everything we do.
- We are a recognised and trusted brand, and a provider of choice for our communities.
- We demonstrate organisational sustainability.
- We foster our Catholic identity.

#### Organisational Context

We are a not for profit, non-government organisation that has been providing professional services to individuals, children, health care professionals, businesses, and families since 1991.

We are a member of Catholic Social Services Australia.

We act on behalf of the Diocese of Wagga Wagga to alleviate disadvantage through the provision of services to children, young people, individuals, families, and the broader communities within South West NSW.

#### Position Purpose

The position of headspace Clinician will play a key role in the provision of early intervention services for young people 12-25 experiencing or at risk of developing an emerging mental health condition. In addition to providing early intervention/brief intervention therapy, the headspace Clinician aims to coordinate and better integrate familial and medical care for a young person with mild to moderate mental health issues.

This position also undertakes biopsychosocial assessments, intervention and psychoeducation for young people, families and referrers, The clinician assists young people in the areas of vocational and educational concerns, facilitates support and case management for sexual health, physical health and psychiatric care for young people.

The headspace Clinician develops and delivers group-based interventions, participates in community engagement activities and contributes to a team culture of practice sharing, curiosity and respect for young people.

To find out more about Centacare SW NSW go to our website [www.centacareswnsw.org.au](http://www.centacareswnsw.org.au) or to find out about headspace go to [www.headspace.org.au](http://www.headspace.org.au).

### Locations

The headspace Clinician will be based at 1/26 Ulong Street, Griffith NSW 2680. However, the Employer may require you to work at other locations in accordance with organisational needs. Where required, travel is included in the course of your employment.

### Position Details

<b>Reports to</b>	<b>Centre Manager</b>
<b>Direct Reports</b>	<p><b>Clinical Accountability:</b> Seeks leadership, advice and support for clinical matters from the headspace Clinical Lead.</p> <p>Is accountable to the Board of Management of the Centacare South West NSW (through the organisational management structure).</p>
<b>Division</b>	Headspace Griffith
<b>Requirements</b>	<ul style="list-style-type: none"> <li>• NDIS Worker Screening Check</li> <li>• Working with Children Check.</li> <li>• Possess an unencumbered driver's license.</li> <li>• It is a condition of employment that prospective employees provide confirmation of COVID-19 vaccination</li> </ul>

### Relationships

<b>External</b>	<ul style="list-style-type: none"> <li>• Various</li> </ul>
<b>Works Closely with</b>	<ul style="list-style-type: none"> <li>• Centacare Staff</li> <li>• Participants</li> <li>• Contractors</li> <li>• Service providers</li> </ul>

## **Skills & Responsibilities**

These Key Accountabilities align with Centacare SW NSW's strategic and operational goals.

<b>Skills &amp; Responsibilities</b>	<b>Key Performance Indicators</b>
<b>Service Delivery</b>	
<p>The headspace Clinician provides early intervention, brief intervention and therapy to young people with mild to moderate mental health issues, specifically:</p> <ul style="list-style-type: none"><li>• Delivering of 1:1 counselling, psychoeducation and skills building to the young people, in-centre and at outreach locations as directed.</li><li>• Delivering Single Session Family Consultations.</li><li>• Families and Friends of clients are supported to understand and be involved in the care of their young person. Delivering group-based interventions (therapeutic, skills building and other)</li><li>• Undertakes biopsychosocial assessments in line with headspace Griffith clinical guidelines.</li><li>• Comprehensive and detailed clinical formulation and collaborative care planning.</li><li>• In addition to addressing the mild mental health needs of the young person, addresses concerns regarding AoD, vocational support and physical health needs by linking the young person with external services (sexual health nurse, drug and alcohol supports, GP's employment providers, Centrelink, housing and NDIS)</li><li>• Undertakes the delivery of mental health education sessions in schools and other settings as required.</li><li>• Participates in community engagement activities, some of which may be after hours.</li><li>• Represents headspace Griffith at community events and local network meetings.</li><li>• Maintains appropriate case notes, records and data as required</li><li>• Delivery of evidenced based psychological therapies using appropriate tools, and in line with Centacare South West NSW policies and procedures.</li><li>• Provides support to general practice in the form of telephone and onsite information, education and assistance.</li><li>• Clinicians utilise supervision, review program determination, assessment and progress, including where clients require movement to other services within a stepped care approach to primary mental health services.</li><li>• Actively participates in all clinical supervision activities, evaluation processes and team meetings at headspace Griffith.</li><li>• Develop a collaborative approach with relevant agencies to ensure effective management of mental health conditions within the community.</li><li>• Ensures service provision to ATSI, CALD and LGBTQI+ community members is culturally safe and appropriate.</li><li>• Adopts evidence informed best practice and keeps up to date with therapeutic interventions with mental health presentations in young people.</li><li>• Maintains a high level of communication with and between stakeholders involved in the young person's care.</li></ul>	
<b>Program Implementation</b>	
<p>The headspace Clinician contributes to the planning, evaluation, delivery and reporting of the headspace program.</p> <p>Participate in stringent data collection to facilitate accurate reporting to funding bodies, board of management and advisory groups on program performance, outcomes, activities and quality measures.</p> <ul style="list-style-type: none"><li>• Assists headspace Griffith in working towards a collaborative approach with relevant agencies to ensure effective communication regarding client care and progress is shared with appropriate stakeholders in line with the information sharing guidelines.</li><li>• Supported transitions between headspace Griffith and out of the service, are seamless and minimise risk while offering young people, their family and friends the support to be involved in transition planning.</li></ul>	

## Quality Assurance

The headspace Clinician assists with the implementation of continuous quality improvement and assurance activities within the Centacare South West NSW quality assurance framework and supports the promotion of headspace Griffith's services.

Upholds clinical governance principles that align with all national, state and local standards, particularly the National Mental Health Standards 2010, and include feedback mechanisms, relevant clinical supervision, and performance monitoring and review arrangements.

- Actively undertake administrative duties related to the role and those that support the organisation.
- Participates in team meetings, planning activities, program evaluations and Centacare South West NSW quality assurance activities.
- Contributes to best practice standards of program service delivery through supporting the promotion and implementation of quality management systems, evaluation and reporting.
- Complete all mandatory learning according to Centacare requirements and induction.

## Health & Safety

- Adhere and contribute to Work Health and Safety (WHS) by complying with the Work Health Safety Act 2011, and the organisations WHS management system.
- Contribute to and ensure a positive and collaborative culture within the organisation.
- Be familiar with the use of procedures and their relation to Centacare policies.

## Human Resources

Undertake monthly KPI meetings

- Participate in Centacare's six-monthly probationary review
- Undertake any other duties as requested by the Manager
- Maintain a current check for working with young people, as per the relevant state legislation
- Maintain a current NDIS worker screening check
- Maintain a current driver's license
- Maintain eligibility to work in Australia

## Selection Criteria

### Essential

1. Tertiary Degree in Psychology, Social Work, Social Science (Counselling) or equivalent and current registration with professional membership body i.e. ACA, APS, AASW.
2. Ability to interact well with young people 12-25 years, families and health professionals across disciplines.
3. An understanding of the issues relating to young people living in a regional community, in terms of accessing treatment services and in supporting recovery.
4. Knowledge of evidence-informed mental health treatments for mild mental illness in young people.
5. Knowledge of trauma-informed practice principles for work with young people.
6. Demonstrated experience in the development of care plans and biopsychosocial assessment.
7. Demonstrated ability to build appropriate client therapeutic alliance to communicate ideas, information, planning and problem solving
8. Demonstrated experience in effectively working within a multi-disciplinary team
9. Demonstrated experience in responding with care and safety to ATSI, CALD and LGBTQI+ young people.
10. Able to be self-motivated, enthusiastic and energetic and adapt readily to change.
11. Ability to work as a member of a multi-disciplinary team and contribute to team culture
12. A growth-mindset: a commitment to ongoing evidence-informed learning and improving practice.
13. Highly developed relationship building and demonstrated ability to work collaboratively with internal and external stakeholders.
14. A sound understanding and commitment to the philosophy of Centacare and a willingness to work according to the Mission, Vision and Values of Centacare.
15. Current drivers' licence.

### Desirable

1. Experience providing a range of therapeutic interventions to young people.
2. Experience in communicating with GP's, psychiatrists and other mental health professionals.
3. Experience in the implementation of primary health care programs.
4. Experience in liaising with health-related agencies at a local and or state level.
5. Knowledge of local and regional health services, youth friendly services, and social networks for young people.
6. Experience in the delivery of primary mental health care programs that meet Accreditation standards.
7. Experience in running groups (therapeutic, skills building or other)

### Personal Attributes

- Courteous, with high levels of professionalism, confidentiality, and discretion
- Positive and collaborative team player
- High attention to detail
- Adaptability and flexibility to changing work environments and requirements

# Centacare South West NSW Values

 <p>Courage</p>	<p>We are a strong and sustainable service, with good operational performance to ensure we can meet community needs now and into the future. By maintaining governance and performance frameworks that promote quality services and a professional and skilled workforce.</p>
 <p>Respect</p>	<p>Along with our engaged staff who are leading brand ambassadors for Centacare we will strengthen our community insight through consumer and carer consultation.</p>
 <p>Compassion</p>	<p>Community needs are at the heart of everything we do. We are a leading social service agency providing quality services to the vulnerable, continually increasing services to meet the growing needs of our communities.</p>
 <p>Excellence</p>	<p>We are a centre of excellence. We are innovative and adaptable. We have high standards and ensure best practice approach to our service.</p>
 <p>Team</p>	<p>We are a team. We build a positive team spirit. We watch out for each other. We support each other and we celebrate success. As a team, we make a difference.</p>
 <p>Faith</p>	<p>As a Catholic Social Service Agency, we are proud of our heritage, spirituality, vocation, and whole-person care. We embed Catholic Social Teaching and social justice which guides our work and provides the foundation for our values. By working with the whole person, as an individual, as a family, as a community and as a unique spiritual being.</p>

Centacare South West NSW is committed to ensure our organisation upholds the Safety of all children and young people and their right to be safe. We are compliant with the recommendations of the Office of Children's Guardian.

Reviewer	CEO	Version:	August 2023
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