



headspace

National Youth Mental Health Foundation

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headspace.org.au

Position Description

Vocational Services Clinical Advisor

Department: Vocational Programs

Salary range: HS5

Employment Type: Maximum Term, Full Time

Approved By: Carolyn Watts

Date Approved: July 2019

Agreed By: _____

Date Agreed: _____

1. HEADSPACE VISION

All young Australians are supported to be mentally healthy and engaged in their communities.

2. HEADSPACE MISSION

headspace collaborates to design and deliver innovative ways of working with young people to strengthen their mental health and wellbeing.

3. HEADSPACE VALUES

At **headspace**, we are inspired by and believe in the power of youth. We work together to deliver authentic, progressive and inclusive services to build a brighter future with young people. We know where we're going, we're guided by our values, and we're committed to getting there together. Our people play an important part in shaping our culture and therefore, all **headspace** employees are expected to undertake their work in accordance with the **headspace** values as follows:

- **Inclusion** - We have a welcoming, safe and inclusive work environment - we believe that there is strength in difference
- **Collaboration** - We share information and work collaboratively, internally and externally, to deliver great outcomes with young people
- **Agility** - We are agile and innovative in our approach, so that we continue to meet the changing needs of young people
- **Excellence** - We have dedicated people who are empowered to deliver on our promises so that we can provide professional, high quality services

4. POSITION SUMMARY

The Work and Study Service provides vocational support to young people integrated with clinical care. The service works directly with young people leveraging technologies that include web chat, web conferencing, phone, email and live video support. Young people are referred to this service by **eheadspace** clinicians, **headspace** Centres and external community organisations.

The Clinical Advisor is an integral member of the Vocational Programs leadership team, providing clinical expertise for the effective and safe delivery of Vocational Services at headspace National Office (headspace Work and Study and headspace Career Mentoring). In addition, the Clinical Advisor provides direct clinical support to young people who access the Work and Study Service and do not have existing clinical support.

Furthermore, the position will work closely with the Work and Study specialists to ensure a model of integrated clinical care for the young person and will support the team by providing consultation, debrief, psychoeducation and training and development in managing and working with young people with complex needs and mental health difficulties. The Clinical Advisor will also advise Specialists regarding care collaboration with external services and identification and referral practice of young people presenting with risk.

Undertaking a clinical advisory role, the incumbent will, in collaboration with the Clinical Practice Division, provide guidance and oversight for the clinical governance and risk of the Vocational Programs including leading the development and implementation of clinical guidelines and appropriate management and escalation of risk. This position will have additional responsibilities to promote the vocational programs internally with **eheadspace** clinicians and headspace centres, contribute to the review and development of the Work and Study program and to more broadly support the partnership between the program, **eheadspace** and the headspace centre network

This position may be involved in special projects related to the broader Vocational Programs remit across the headspace network.

5. POSITION CONTEXT

The role requires a health professional with qualifications and experience in assessment and treatment of mental health and other related issues for young people, in one of the following areas: Social Work, Occupational Therapy, Mental Health Nursing or Clinical or Counselling Psychology.

The incumbent will be a motivated mental health professional, possessing considerable knowledge in youth mental health and will facilitate evidence-based and integrated health care, with the goal of improving outcomes for young people and their families.

As a member of the Vocational Services team, this position will report to the Vocational Services Manager and will receive clinical support and guidance from an **eheadspace** Senior Clinician within the **eheadspace** Division.

6. KEY RESPONSIBILITIES/OUTCOMES

- Lead the development of clinical content, for the ongoing planning, development and implementation of Vocational Services to ensure the services are evidence-based and clinically sound.
- Lead the clinical advisory for the Work and Study and Career Mentoring team including consultation, debrief, psychoeducation, training and development in managing and working with young people with complex needs and mental health difficulties.
- Appropriate management and escalation of clinical risk for the Vocational Services.
- In consultation with the Clinical Practice Division, lead the clinical guidance and oversight of governance processes for Vocational Services including the development and implementation of clinical guidelines.
- Undertake online screening and assessments with young people and their families.

- Apply evidence-based treatments and best practice standards online and via telephone as required.
- Deliver psychological interventions for Work and Study clients as defined by the **headspace** clinical model.
- Formulate treatment plans for complex clients and provide referral to and liaise with face to face services.
- Support young people to attend face-to-face services.
- Attend clinical reviews.
- Maintain appropriate clinical records and data requirements.
- Actively promote the Work and Study program with **headspace** and the headspace centre network, and model and demonstrate constructive working relationships and information exchange across the organisation.
- Contribute to special projects that have a broader Vocational Programs consideration across the headspace network.
- Other duties consistent with position as directed by the Vocational Services Manager.

7. SELECTION CRITERIA

The following criteria must be met for consideration as a successful applicant:

7.1 Essential

- Approved tertiary qualification in an allied health discipline, including occupational therapy, social work, psychology (clinical, counselling, and 4+2 pathway and 5+1 pathway) and mental health nursing (minimum 4+ years mental health clinical experience).
- Eligibility for membership of an 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.
- Demonstrated knowledge and clinical skills in the provision of mental health care, including completion of mental health assessments, crisis intervention, psychoeducation and short term treatment, to young people.
- Significant demonstrated experience in providing clinical guidance and advisory for an integrated mental health service for young people.
- Significant knowledge in the common mental health issues faced by young people, indicated treatments for high prevalence disorders and the literature underpinning such approaches.
- Highly developed and demonstrable interpersonal and communication skills (written and verbal) as well as demonstrated abilities in problem solving and negotiation.
- Self-motivated and with the ability to operate autonomously when required.
- Demonstrated knowledge and understanding of relevant legislation, policies and strategic directions of mental health services and literature on early intervention models for young people experiencing (or at risk of) a serious mental illness.
- An ability to demonstrate commitment to the development of integrated clinical research and evaluation.
- Willingness and/or demonstrated to commit to ongoing professional development;
- Computer literacy particularly in the effective use of Microsoft office and related programs.

7.2 Desirable

- Experience with online service provision
- Experience working with employment service providers

8. POLICIES AND WORKPLACE PRACTICES

headspace employees are responsible for and are to commit to:

- Consistent, respectful behaviour towards the organisation, colleagues and premises
- Acknowledging and abiding by the **headspace** values, policies and procedures

- Encouragement of oneself and colleagues to comply with **headspace** OH&S policies and procedures
- Be respectful of the objectives and philosophy of the organisation
- To act in a safe and responsible manner at all times

Application Process

To apply for the role of Vocational Services Clinical Advisor please submit your resume and a cover letter addressing the following three (3) Key Selection Questions.

Please limit your response to these questions to no more than 300 words per question.

Key Selection Questions:

1. What do you believe are the key benefits of engaging young people in work and /or study whilst they are receiving mental health support?
2. Please outline your experience working in a service delivery environment with clinical guidelines and governance.
3. Please provide an overview of the mental health interventions you have provided to young people and how you would use these effectively in an online or phone environment.