

Position title	Senior Clinician	Reference	hsD: Primary
Award & Classification	Award: HPSS Level: 4	Reporting to	Primary Manager headspace Darwin
Location	Darwin	Cost Centre	3400
Section	Mental Health	Program	headspace Darwin
Approved	Executive Manager Mental Health	Date	27 April 2018

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 leadership and support to the headspace Darwin Primary Team to deliver effective, 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 the Youth Mental Health Clinicians. The Senior Clinician will also support the headspace Primary Team Manager in managing referrals and supporting the private practitioners and the Alcohol and Other Drug (AOD) Clinician with clinical needs. Work with the expanded headspace service to deliver a coordinated, integrated and responsive service to young people of the Greater Darwin Region.

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 APHRA or membership of and adherence to professional standards, such as the 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 with multi-disciplinary teams.
4. A passion for youth mental health and keen interest in improving service, access and cultural safety of primary youth services.
5. Experience providing a range of early intervention services to young people within a mental health setting including provision of group programs (minimum 3 years).
6. Experience working within a headspace service and familiarity with the headspace Model Integrity Framework and HAPI MDS is desirable.

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. Team Development and Clinical Supervision

- Work with the Primary Team 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 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.
- Assist the Primary Team 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
 - Orienting new team members to service information and processes.
 - Conducting regular audits of data collection systems and Electronic Medical Records.
- Promote a culture of continuous professional development by participating in clinical supervision, intake and clinical reviews, essential training and professional development opportunities.
- Contribute to a safe environment and participate in strategies and systems to promote the health and safety of all staff and visitors to the service.
- Participate in quality improvement activities, including conducting Single Session Family Consultations, group programs, and intensive/enhanced models of care.

2. Clinical Practice

- Provide evidence based therapeutic intervention and assessment, including mental state, risk assessment and safety planning.
- Effectively record data in various electronic systems including the MDS, electronic medical record and local data collection applications.
- Provide a youth friendly, 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.
- Participate in the process of continuous quality improvement including accreditation processes (hMIF and NSMHS) and identifying and participating in practice improvement projects.

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 procedures.
- Contribute to organisational planning and review days, promotional activities, key events and quality improvement and accreditation processes as required.
- 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).