

Position title	Senior Clinician	Reference	hsK: Primary
Award & Classification	Award: HPSS Level: 4	Reporting to	Clinical Manager
Location	Katherine	Cost Centre	3403
Section	Mental Health	Program	headspace Katherine
Approved	Executive Manager Mental Health	Date	20 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 Katherine clinical 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 problems as well as clinical supervision to the Youth Mental Health Clinicians whilst supporting the Clinical Manager and Centre Manager in the efficient delivery of clinical care, managing referrals and enhancing relationships with private practitioners. You will work within the headspace service model, including outreach to communities within the region, to deliver a coordinated, integrated and responsive service to young people in the greater Katherine 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) are essential.
3. Demonstrated passion and commitment to improving the social and emotional wellbeing of young Aboriginal people.
4. Demonstrated effective leadership skills with experience in providing clinical leadership with multi-disciplinary teams.
5. A passion for youth mental health and keen interest in improving services, access and cultural safety of primary youth services in the Katherine region.
6. Experience providing a range of early intervention services to young people within a mental health setting including provision of group programs (minimum 3 years).

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 Clinical and Centre Manager to support an expert team of staff capable of providing the most effective, culturally appropriate care to youth experiencing mild to moderate mental health concerns.
- Provide regular clinical supervision to staff to maintain high quality therapeutic intervention skills. Act as a resource for staff in providing a responsive and flexible service which meets the needs of young people and their families.
- Encourage continual cultural development and an openness to improving the cultural safety and appropriateness of clinical services for young Aboriginal and CALD people.
- Assist the Clinical Manager in:
 - Managing 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 culture in service development and delivery.
 - Orienting new team members relating 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, mandatory training and seeking out further professional development opportunities. Support and encourage others in the team to do the same.
- Contribute to a safe environment and participate in strategies and systems for the health and safety of all staff and visitors to the service.
- Be open and flexible to new projects and opportunities available to headspace Katherine, such as single session family work, group programs, intensive/enhanced models of care or vocational support.

2. Clinical Practice

- Maintain high quality, evidence based, therapeutic intervention, assessment and screening skills (including risk assessment and safety planning) through the provision of direct service delivery (both intake assessments and ongoing goal-directed, evidence based therapeutic intervention).
- Creatively consider service delivery options to assist young people and their families to improve social and emotional wellbeing outcomes in a space and place that is culturally adaptive and safe.
- 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).