

Position title	Senior Clinician Access	Reference	hsD: Access
Reporting to	Team Leader Access	Location	Casuarina
Division	Mental Health	Section	headspace Darwin
Approved	Executive Manager Mental Health	Date	23/09/2020
Comments:			

Organisation Statement

Anglicare NT is a respected provider of quality human services across urban, regional and remote areas of the Northern Territory. We demonstrate our values of Hope, Kindness, Respect, Fairness and Integrity through strength-based and trauma informed practice, cultural respect, child safety, social justice, community development and partnerships. Anglicare NT was formed by the Anglican Diocese of the NT to respond to the social needs of our diverse communities.

Purpose of the Position

You will provide effective engagement, screening, assessment, referrals, brief interventions and coordinated care for young people and their families. As one of the first points of contact for young people accessing headspace Darwin, you will build a positive rapport with a wide range of young people, their family, friends and a range of external stakeholders. You will be skilled at assessing the needs of young people in a timely and efficient manner, including complex risk assessments and subsequent safety plans. You will provide leadership and support to the headspace Darwin Access Team to deliver effective assessments and coordinated care for young people aged 12-25 years who are referred to headspace Darwin. As a Senior Clinician you will support other staff in the team and work closely with the Access Team Leader in leading a skilled highly performing team as well as managing referrals and demand management.

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. A minimum tertiary qualification in an approved 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 as well as 3 years' experience in mental health.
2. Extensive experience in conducting initial mental health assessments, including risk assessments and screening activities, including comprehensive bio-psycho-social assessments to determine young people's needs.
3. Demonstrated experience in delivering brief therapeutic interventions, counselling support and treatment planning using evidence-based interventions over the phone and face-to-face.
4. Demonstrated effective leadership skills with experience in providing clinical leadership and supervision in multi-disciplinary teams.
5. Passion, energy and determination to make a difference to mental health outcomes for young people and their families that is culturally sensitive. Commitment to working with young Aboriginal people and their families.
6. Excellent organisational and time management skills, including the ability to prioritise and manage multiple and competing tasks and responsibilities.
7. Ability to work both independently and collaboratively as a productive team member, supporting your team members and contributing to a health and sustainable work environment and culture.

General Criteria

1. Demonstrated commitment to work respectfully and inclusively with Aboriginal and Torres Strait Islander and culturally and linguistically diverse people.
2. Demonstrated adherence to legislation, 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. Ability to meet 100-point ID and additional visa / overseas work compliance measures.
6. Northern Territory Driver's Licence.
7. First Aid Certificate (or willingness to obtain within agreed timeframe).

Key Responsibilities

1. Clinical Practice

- Using a strength-based, client-centred, youth friendly, family inclusive approach to mental health care, conduct bio-psycho-social assessments with young people presenting to headspace Darwin.
- Complete comprehensive risk assessments with young people as well as work with them to develop safety plans for ongoing support and engagement.
- Using a 'no wrong door' approach, provide support to young people and their families seeking services or advise relating to mental health care. Consider all opportunities and pathways to provide support.
- As per operating procedures, refer young people to internal and external services as appropriate and provide follow up support (specifically for those on wait lists).
- Provide brief interventions and Single Session Family Consultations (SSFC) to young people and their families.
- Assist in optimising the continuity of care for young people through effective integration with other teams operating within headspace Darwin. Develop and maintain strong links at the clinical level with relevant mental health and other community services.
- Maintain up-to-date client records and comply with data collection standards.
- Build and maintain effective relationships with key stakeholders involved in the provision of health, mental health and psychosocial services to young people, specifically teams within Top End Mental Health Services.
- Work alongside the community engagement team to represent headspace Darwin and promote the centre's services at community awareness events

2. Team Development & Clinical Supervision

- Maintain high quality clinical skills through involvement in direct service delivery and assist others in the team as required
- Assist to maintain an experienced clinical team of staff who are engaged, youth-friendly, responsive, empathic and optimistic. Work closely with the Access Team Leader to provide brief clinical care, system support and consultation to best meet the needs of young people and their families.
- 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.
- Develop and maintain strong partnerships with tertiary mental health services and non-government services who work with young people with mental health needs and with other key medical service providers.
- Develop and maintain a working environment conducive to a high standard of contemporary evidence based clinical practice.
- Be available as required to ensure resource and rosters are sufficiently flexible and efficient to meet workflow demands and assertive engagement. This may include backfill in the wider headspace Darwin service for other clinicians on leave or to assist with functional recovery groups.
- 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 healthy, supportive and engagement workplace culture.

General Requirements

- Comply with Federal, NT and Local Government legislation, regulations, permits and / or by laws.
- Adhere to delegations, code of conduct, policies, procedures and general conditions of employment.
- Work within contract, program / project parameters and scope of practice.
- Comply with program guidelines, work plans, budget, data and reporting requirements.
- Comply with WHS requirements – remain vigilant and contribute to a safe working environment.
- Embrace organisational values, work cooperatively and help sustain a respectful workplace.
- Support and mentor work colleagues by sharing your skills, knowledge and strengths.
- Help implement our Reconciliation Action Plan and build an inclusive and culturally competent workforce.
- Maintain confidential client, staff and organisational information in line with requirements.
- Keep up to date with workplace communications, staff meeting records and the intranet.

- Contribute to planning, evaluation and continuous quality improvement activities.
- Participate in supervision, performance reviews and undertake approved training.
- Maintain attendance, payroll and leave records in accordance with procedures.

Delegation of Authority

As per Board approved Delegation of Authority Schedule and aligned position classification (noting content will updated from time to time).