



Where mental wellbeing thrives

Position Description headspace Clinical Lead

“Where mental wellbeing thrives”

Position Details

Position Title:	headspace Clinical Lead
Position Level:	4
Agreement:	Flourish Australia Enterprise Agreement 2018
Employment Type:	In accordance with letter of offer
Hours of Work:	In accordance with letter of offer

Position Summary

As the headspace Clinical Lead, you will be responsible for overseeing the clinical operations of headspace Broken Hill. The role will facilitate excellence in integrated holistic health care, with the goal of improving outcomes for young people accessing the service and the wider community. You will work collaboratively with young people to develop individual recovery plans that are person-centred and person-led as much as possible.

In addition, you will also provide clinical supervision to junior clinical staff and monitor clinical performance and development. You will work closely and collaboratively with other members of the Flourish Australia team to promote clinical excellence in youth health and support services. You will ensure all activities are in accordance with the Grant Agreement, the headspace Consortium and its Youth Reference Group.

The headspace Clinical Lead supports the Senior Clinical Manager headspace Services to oversee and manage the clinical operations of the headspace Broken Hill centre at the local level. For non-clinical support and management of local issues, the position reports to the Manager, Broken Hill.

About Flourish Australia

Flourish Australia has been funded by Western NSW Primary Health Network to establish and operate the headspace Centre in Broken Hill. Our name reflects our fundamental and enduring commitment to people’s mental health and wellbeing, supporting people to thrive and live a contributing life.

Vision

Flourish Australia’s vision is creating communities where everyone’s mental health and wellbeing flourishes.

Purpose

Our purpose is supporting people to flourish, believe in their future and their place in the community.

Values

Flourish Australia values are hope, inclusion, partnership, diversity, integrity, respect and trust.

About headspace – The National Youth Mental Health Foundation

headspace Broken Hill is based on a commitment by Flourish Australia and other local services to work in partnership to improve outcomes for young people aged 12-25 years (and their families) affected by mental health and/or alcohol and other drug issues.

One in four young people have experienced a mental health issue in the past 12 months – a higher prevalence than all other age groups. headspace provides early intervention mental health services to young people who present with mental health issues, along with assistance in promoting young peoples’ wellbeing. This covers four core areas: mental health, physical health, work and study support and alcohol and other drug services.

By bringing together local health services under the one roof, headspace makes it easier for young people and their families to find the information they need. The aim is to significantly increase the number of young people that are identified and responded to with evidence-based interventions, at a much earlier stage.

Relationships and Authority

Reports to: Senior Clinical Manager (Clinical function) and Manager, Broken Hill (Administrative function)

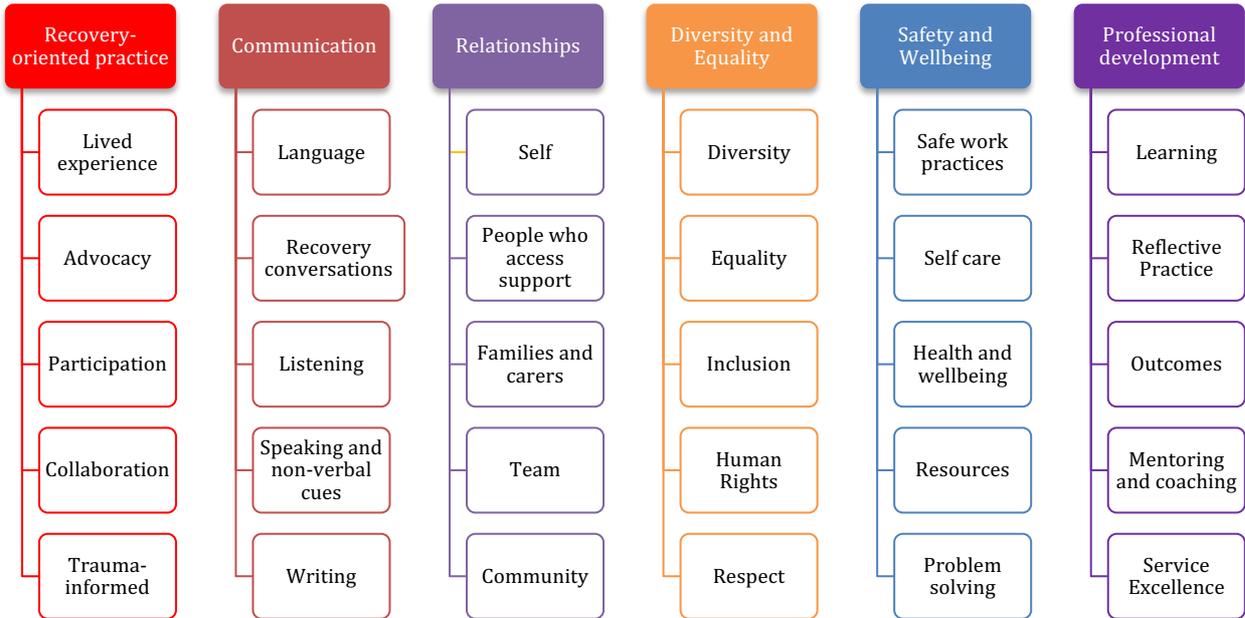
Clinical Supervision: Youth Access Clinicians and Senior Youth Access Clinicians.

Organisational Accountabilities

- Abide by all Flourish Australia procedures and policies.
- Actively ensure the health, safety and wellbeing of yourself and others at work in accordance with your delegated authority and in accordance with the Work Health and Safety Act 2011.
- Understand and abide by the Flourish Australia Code of Conduct and Ethics, and maintain a professional level of behaviour and conduct in the workplace at all times.
- Be responsible for engaging in discussion about and helping to create and sustain a culture of continuous quality improvement.
- Complete all mandatory training.
- Commit to the detection and prevention of fraud.
- Identify possible organisational risks and adhere to the Risk Management Framework.
- Work to support and promote the vision, mission, and values of Flourish Australia.

Key capabilities

Flourish Australia’s Capability Framework enables staff to develop their career with Flourish Australia. The Capability Framework consists of six core Capability Domains, which are core to the work we do. All Flourish Australia employees are required to work towards gaining the competencies set out in Flourish Australia’s Capability Framework (below).



Position demands/frequency

The following tables provide an overview of some of the common physical and psychosocial demands placed on all employees working in mental health.

Physical demands/frequency

Position demand	Frequency	Comments
Standing	Occasionally	May be required.
Sitting	Frequent	Continuous and repetitive throughout the work day.
Crouching	Rarely	May be required.
Kneeling	Rarely	May be required.
Stooping	Occasionally	May be required.
Walking	Occasionally	Continuous and repetitive throughout the work day.
Stair climbing	Occasionally	May be required (but depends on workplace)
Controls/fine motor skills <ul style="list-style-type: none">• Hand/arm• Foot/leg	Frequent	Essentially, fine motor skills are required to perform activities of driving, operating computers and other IT equipment, as well as for administrative tasks.
Reaching (overhead)	Rarely	Continuous and repetitive throughout the work day in community business settings.
Driving	Frequent	Driving is an activity performed by the staff in this role.
Lifting and carrying <ul style="list-style-type: none">• 2kg-5kg• 5kg-10kg• 10kg-15kg• >15kg	Occasionally Rarely Rarely Rarely	All lifting and carrying at Flourish Australia needs to be performed by the employee and the chance of delegating to others is small.

Psychosocial demands/frequency

Position demand	Frequency	Comments
Working with distressed people	Regularly	e.g., episodic or grief situations
Working with people who may have experienced trauma	Regularly	e.g., child abuse, history of violence
Exposure to distressing situations	Occasionally	e.g., self-harm, death
Working with unpredictable or aggressive people	Rarely	e.g., drug and alcohol induced, episodic situations.

Key Tasks and Responsibilities

- Oversee processes to ensure appropriate case planning and coordination for young people and their families accessing headspace Broken Hill
- Implement the headspace Broken Hill clinical governance framework providing an integrated model of community based health services delivery
- Proactively monitor high risk youth, and ensure that a quality service is being offered in line with evidence-based principles
- Work with the headspace Broken Hill team to create systems and a quality environment that promotes clinical excellence in youth health and support services and a community of practice where sole practitioners can function in a supportive team environment
- Oversee the day-to-day clinical operation of the service
- Provide clinical supervision to junior clinical staff, monitor clinical performance and development, and address clinical staff performance issues as required
- Undertake a range of assessments of young people as appropriate, including intake assessments, assessment of functioning, outcome measures, and symptom severity measures
- Work collaboratively with the young person to develop individual recovery plans and/or service plans that are person-centred and directed by the young person as much as possible
- In conjunction with the Manager Broken Hill, coordinate supports with other internal and external service providers, including General Practitioners and other medical professionals, Government Departments and services, Non-Government Organisations, and schools

- Provide brief psychological interventions as appropriate in collaboration with the clinical team
- Write professional reports as appropriate and maintain progress notes on an ongoing basis using electronic databases
- Report on individual progress with young people during case discussions/ team meetings and also formally using relevant headspace data systems
- Lead the development, implementation, monitoring and evaluation of strategies and processes to improve system integration, and co-ordination between relevant services
- Oversee the implementation of relevant and innovative clinical services and contribute to program and research development to ensure service integrity and quality
- Participate in the headspace Collaborative Learning Network, involving other headspace Broken Hill staff as appropriate
- Represent Flourish Australia and headspace Broken Hill at events, conferences and seminars as required.

Required Skills and Personal Attributes

- Ability to work proactively in an autonomous manner and in a team environment
- Be able to independently apply professional knowledge and judgement
- Be non-judgmental, be fair, patient, have a willingness to listen, and display empathy
- Knowledge of management methodologies, supervision and training of mental health clinicians
- Value diversity and be respectful at all times
- Ability to make decisions including managing risk situations in accordance with the Flourish Australia risk management framework
- Model and actively promote a culture that strives for and values continuous quality improvement
- Take responsibility for actions and proactively implements work plan and addresses issues.
- Have excellent interpersonal skills and the ability to influence staff at all levels
- Ability to manage diverse workload and meet competing deadlines
- Identify continuous quality improvement opportunities and act upon when/where relevant
- Work within a team environment and use initiative in situations that may require resolution between individuals or services.
- Be committed to professional and ethical conduct

Key Selection Criteria

“Flourish Australia supports Affirmative Action. If two candidates present with suitability to a role, and one of those people has a lived experience, the person with the lived experience will be the preferred candidate.”

Essential:

1. Possession of tertiary qualifications in Psychology, Social Work, Nursing, Occupational Therapy or other allied health disciplines recognised by the tertiary mental health services sector
2. Maintain membership of the appropriate professional body (e.g. APHRA, AASW)
3. Demonstrated ability to engage in multidisciplinary and/or cross sector initiatives, and partnerships with a wide range of professionals, organisations and stakeholders.
4. Highly developed written and verbal communication skills.
5. Experience in direct service provision to young people and/or providing mental health services or programs, including being able to respond to crisis and high-risk situations, when required.
6. Demonstrated experience in the participation of clinical systems including the implementation and review of Clinical Governance Models, privacy and confidentiality principles.
7. Demonstrated ability to fully use Microsoft Office Suite and the client information management system.

Desirable:

1. Personal lived-experience of a mental health issue.
2. Eligibility to register with Medicare Australia as an MBS Primary Care provider or an Allied Mental Health Professional provider.
3. Understanding of the Australian health care system, key issues in primary health care, the mental health service system, including the range of professionals that work within, or come into contact with, the mental health sector.
4. Knowledge and understanding of relevant legislation, policies and strategic directions of mental health services for young people experiencing (or at risk of) a serious mental health issue.

- 5. Knowledge of Broken Hill youth / health sectors.
- 6. A current driver's licence.

All appointments are subject to previous employment reference checks, Working With Children Check, satisfactory Australian residency status, National Criminal Record checks, and other background checks as required by different State legislation (e.g. Working with Disabilities check in QLD).

Agreement

I, _____, have read and understand my obligations as a headspace Clinical Lead with Flourish Australia as outlined in this position description.

I agree to abide by the Flourish Australia Code of Conduct and Ethics, and agree to read, understand, and abide by Flourish Australia's policies and procedures.

headspace Clinical Lead

Name		
Signature		Date:

Nb: A signed copy of this position description must be returned to the People and Culture team.