

POSITION DESCRIPTION

Clinical Lead – Social and Emotional Wellbeing

Reports to:	Population Health Manager	Division:	Population Health
Award:	Social, Community, Home Care and Disability Services Industry Award 2020	Direct Reports:	<ul style="list-style-type: none"> • SEWB Case Worker/s • Psychologist/s
Classification:	Social and Community Services Employee, Level 5	Approved by:	Chief Executive Officer
BRAMS Classification:	SEWB Lead Clinician Level 1 - 4	Date approved:	21 July 2022

ORGANISATIONAL CONTEXT

The Broome Regional Aboriginal Medical Service (**BRAMS**) is an Aboriginal Community Controlled Health Service which has been caring for the Broome community for more than 40 years. When we first opened our doors in 1978, BRAMS was the first remote Aboriginal Medical Service in Western Australia.

BRAMS provides comprehensive, holistic and culturally responsive primary health care, social and emotional wellbeing services, and NDIS support to Aboriginal people living in Broome. BRAMS delivers more than 40,000 of occasions of service each year. BRAMS delivers services in accordance with our Model of Care.

Our Vision

Healthy People – Strong Community – Bright Future

Our Mission

Provide holistic and culturally responsive health and wellbeing services for Aboriginal and Torres Strait Islander People. That means making our Mob healthy.

POSITION PURPOSE

The clinical lead provides leadership that facilitates the ongoing development of clinical practice and is responsible for the implementation of the Social and Emotional Wellbeing Model of Care.

A key contributor to the development of evidenced based and innovate clinical services the clinical lead will promote the delivery of social and emotional wellbeing services that are the highest quality. Overseeing and enhancing consumer pathways and systems, the clinical lead will provide high level clinical consultation, support and supervision of SEWB Case Managers, Psychologists and Social Workers.



KEY RESULT AREAS	MAIN DUTIES
Leadership and Management	<p>Manage social and emotional wellbeing service delivery including but not limited to:</p> <ul style="list-style-type: none"> > Provide clinical leadership, support, clear direction and mentoring to SEWB Case Workers and Psychologists. > Ensure team wellbeing, supporting worker learning and development and facilitating a positive team culture. > Advocate and champion approaches which promote continuous improvement in clinical practice and pathways. > Assist in the recruitment, on boarding, induction and ongoing support of SEWB positions. > Supervise SEWB staff, ensure review processes and clinical governance standards and program contractual specifications are met.
System Management and Clinical Governance	<p>Drive and monitor consumer outcomes including but not limited to:</p> <ul style="list-style-type: none"> > Contribute to developing and implementing strategies to ensure the delivery of an integrated and culturally responsive social and emotional wellbeing services that meets the needs of Aboriginal and Torres Strait Islander people. > Inform mechanisms to support the clinical governance, attend clinical governance meetings for the purpose of reporting and accountability. > Maintain and develop systems and process which support the SEWB Model of Care. > Provide oversight and facilitate clinical review, care planning, coordination and decision making for service delivery. > Monitor clinical supervision systems. > Ensure services are guided by the SEWB Model of Care. > Maintaining quality client medical records. > Provide monthly reports to the Population Health Manager.
Stakeholder Engagement	<p>Work collaboratively with internal and external stakeholders including but not limited to:</p> <ul style="list-style-type: none"> > Determine serviced needs and assist with the coordination of services. > Collaborate with the service delivery committee when developing, implementing and reviewing clinical pathways. > Collaborate with BRAMS programs for integrated service provision. > Identify and manage ongoing relationships with stakeholders.

**Continuous Improvement**

Contribute to continuous quality improvement including but not limited to:

- > Participation in accreditation, evaluation and ongoing monitoring of programs and services.
- > Contribute to the continued development of relevant guidelines for SEWB including policies, manuals and forms.

The duties outlined in this Position Description are not exhaustive and are only an indication of the work of the role. BRAMS reserves the right to vary the Position Description.

KEY PERFORMANCE INDICATORS

The employee will be required to participate in the development of an individual workplan which will include key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to BRAMS values and strategic directions.

KEY RELATIONSHIPS**Internal**

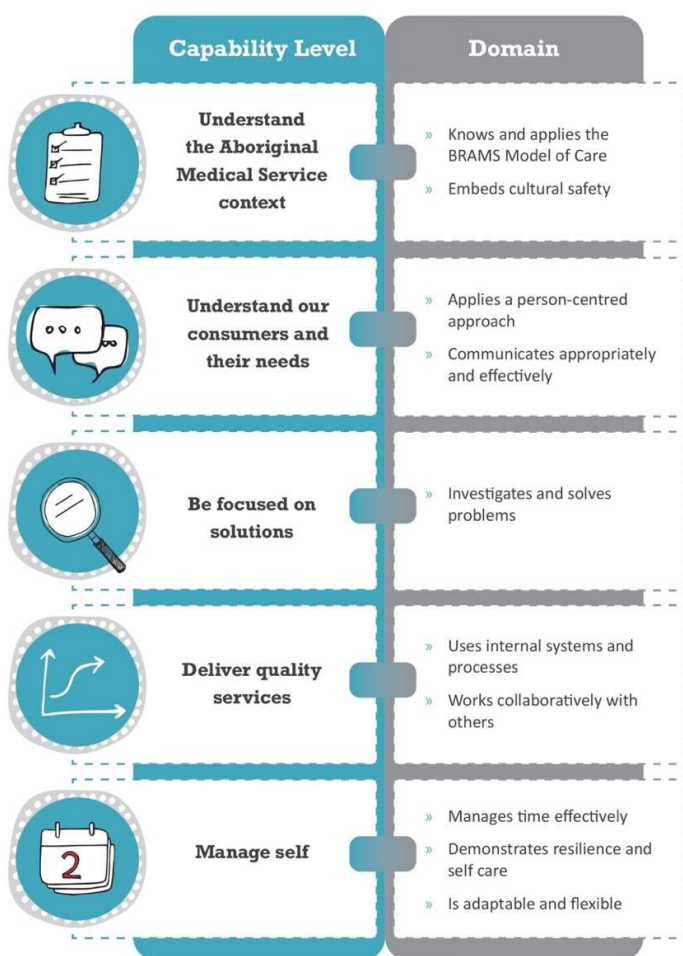
BRAMS CEO	The CEO may make day-to-day requests for support and information from the Clinical Lead relating to the Social and Emotional Wellbeing Program.
Population Health Manager	The Clinical Lead reports to the Population Health Manager. The Population Health Manager is the first point of contact for the overall direction of work and will provide support and supervision to the Clinical Lead.
Direct Reports	The Clinical Lead interacts closely with Direct Reports to provide guidance, coaching and to ensure Direct Reports are performing to a high standard.

External

External Stakeholders	The Clinical Lead will develop and maintain strong links with external stakeholders in the delivery of the Social and Emotional Wellbeing Program.
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WORKFORCE CAPABILITY FRAMEWORK

BRAMS is operating in a rapidly changing environment which requires our workforce to build capabilities and quality to enable - and drive - sector reforms, particularly the Closing the Gap initiative. These stages of work can be thought of as 'domains', and are intended to be consistent with BRAMS' Model of Care. Each domain comprises several capabilities that enable BRAMS staff to achieve the objectives of that stage of work. These domains and capabilities combine to form the capability framework for BRAMS.








CAPABILITY LEVELS FOR THE POSITION

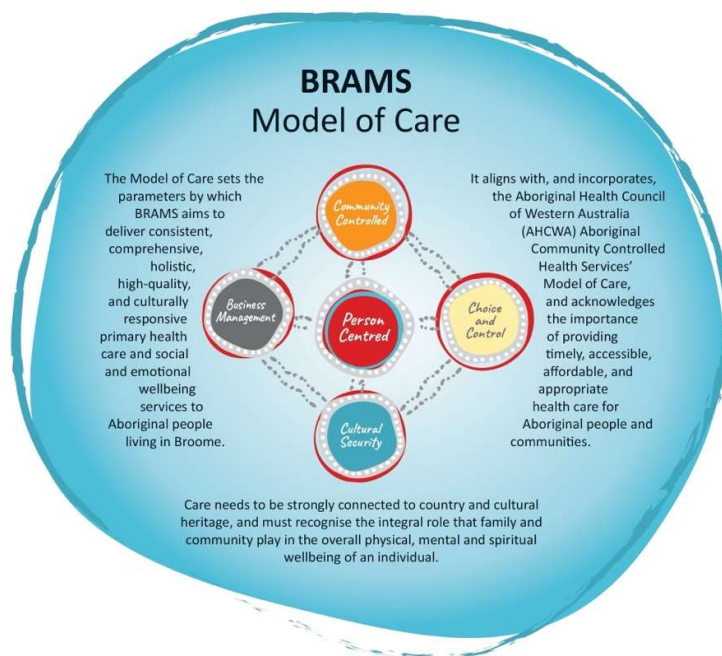
Capability levels for the position are as follows and reflect a progressive increase in complexity and skill:

Foundational > Established > Leading

CAPABILITY	DOMAIN	LEVEL
 Understand the Aboriginal Medical Service context	Knows and applies the BRAMS Model of Care	LEADING
	Embeds cultural safety	LEADING
 Understands our consumers and their needs	Applies a person-centred approach	LEADING
	Communicates appropriately and effectively	LEADING
 Be focused on solutions	Investigates and solves problems	LEADING
 Deliver quality service	Uses internal systems and processes	LEADING
	Works collaboratively with others	LEADING
 Manage self	Manages time effectively	LEADING
	Demonstrates resilience and self-care	LEADING
	Is adaptable and flexible	LEADING

BRAMS MODEL OF CARE

The BRAMS Model of Care is an expression of our collective goals of delivering high quality comprehensive health and wellbeing for Aboriginal people. Our Model of Care is defined in the figure below.



VALUES

The values of BRAMS are used to indicate the type of conduct required by our employees and the conduct that our consumers can expect from our service:

- **Respect:** Treat one another and others with respect.
- **Integrity:** Be truthful, honest and ethical in our dealing with one another and others.
- **Accountability:** Take responsibility for what we do and the decisions we make.
- **Quality:** Provide high quality services that meet the expectations of our clients and the community.



EMPLOYMENT SCREENING

Employees are required to demonstrate that they have undergone appropriate employment screening in accordance with BRAMS Employment Screening Policy. The following checks will be required for this role:

- | | |
|---|--|
| <input checked="" type="checkbox"/> National Police Check | <input checked="" type="checkbox"/> Pre-Employment Medical Assessment |
| <input checked="" type="checkbox"/> Working with Children Check | <input type="checkbox"/> National Disability Insurance Service Check |
| <input checked="" type="checkbox"/> AHPRA Verification Check | <input checked="" type="checkbox"/> Drivers Licence Verification Check |
| <input type="checkbox"/> Passenger Transport Driver Check | <input checked="" type="checkbox"/> COVID-19 Vaccination |

SELECTION CRITERIA

Candidates for the position of Clinical Lead must address the following selection criteria:

Essential Criteria

- > Tertiary qualifications in Social Work or Psychology.
- > Full current registration with AHPRA or AASW.

Desirable

- > Proven ability in the leadership of multidisciplinary teams and the facilitation of clinical review and performance management systems.
- > Previous experience working in an Aboriginal Community Controlled Organisation.
- > Advanced clinical skills and demonstrated experience in a range of mental health services.
- > Excellent organisational and time management skills, including the ability to prioritise competing priorities and deliver to agreed deadlines.
- > Strong analytical thinking and problem solving skills and ability to deliver innovative solutions.
- > Demonstrated knowledge of the social determinants of health that have a profound effect on the health and wellbeing of Aboriginal and Torres Strait Islander people.
- > Demonstrated ability leading a team including case workers, social workers and psychologists.

ROLE ACCEPTANCE

I have read and understood the responsibilities associated with this role the organisational context and the values of BRAMS as outlined within this document.

Employee Signature:

Date: