

JOB DESCRIPTION

Senior Clinician

ABOUT UNITING

Our purpose: To inspire people, enliven communities and confront injustice.

Our values: As an organisation we are **Imaginative, Respectful, Compassionate and Bold.**

At Uniting, we believe in taking real steps to make the world a better place. We work to inspire people, enliven communities and confront injustice. Our focus is always on the people we serve, no matter where they are at in their life.

Our services are in the areas of aged care, disability, mental health, child and family, community services, and chaplaincy and we get involved in social justice and advocacy issues that impact the people we serve. As an organisation we celebrate diversity and welcome all people regardless of disability, lifestyle choices, ethnicity, faith, sexual orientation or gender identity. We commit to respecting children and take action to keep them safe.

Uniting is the services and advocacy arm of the Uniting Church NSW & ACT and as such Uniting leaders understand, support and can express the mission and purpose of the Uniting Church.

ABOUT THE ROLE

Role Purpose

This role is an integral role of the leadership structure acting as the 2IC for the service. The role will provide onsite clinical leadership to teams and support the line manager in effective and efficient management of day-to-day operations of the service.

ROLE KEY ACCOUNTABILITIES

You will be an integral member of the Uniting Recovery team through the following:

- Maintain a high standard of conduct and work performance based on Uniting's values to promote our reputation with key internal and external stakeholders.
- Ensure integration and collaboration across Uniting programs to deliver seamless and impactful end to end services with the client at the centre.
- Actively engage and participate in the performance management framework and review processes at Uniting.
- Act in a manner which upholds and positively reflects the Uniting Code of Conduct and Ethical Behaviour.
- Contribute to a culture of openness, feedback and productivity.
- Model, communicate and act in ways that are consistent with our values of Bold, Respectful, Imaginative and Compassionate.
- Take care of the safety of yourself and others at all times and undertake work in a safe manner in accordance with policies, procedures and instructions (written or verbal) and in adherence to WHS policies and procedures.

- Actively contribute to a safe and supportive working environment that is inclusive of all staff through celebrating their nationality, cultural background, LGBTI status, abilities, gender and age.

As a Senior Clinician, your role specifically will:

- Work within a multidisciplinary team to ensure timely access for consumers and their families.
- Act as a first point of contact within the multidisciplinary team. This includes providing senior clinical expertise, support and supervision, as well as management for clinical and administrative matters, with escalation to line management as required.
- Lead and participate in regular meetings to support staff to deliver services to clients by mentoring and providing consultation and feedback. This includes contributing to team decision making processes regarding care of clients.
- Manage student placements by coordinating and mentoring students delivering a site and service induction and ensuring they meet learning objectives.
- Oversee client flow through the service ensuring seamless service delivery. Depending on your program, this may include intake, triage, assessment, engagement, psychoeducation, clinical intervention, liaison, and care coordination and discharge
- Support and facilitate allocation of services, including but not limited to, educational, housing, drug and alcohol, vocational and employment programs.
- Maintain an understanding of referral/engagement protocols with other services such as triage policies/procedures, wait times and cost to enable seamless integration into the client's care.
- Actively make recommendations around quality improvement initiatives and participate in service developments
- Facilitate community participation and create awareness around mental health literacy.
- Work closely with, and facilitate strong partnerships with, internal and external partners to provide integrated and co-ordinated care to clients. Partners may include other members of the multidisciplinary team, Private Practitioners, Local Health District (LHD) teams and consortium members.
- Contribute to the development and management of clinical processes, practice guidelines, care maps and clinical pathways related to client management and care co-ordination.
- Ensure high quality of service delivery, commitment to ethics, and values by working with relevant best practice and health initiatives.
- Participate in regular supervision and professional development activities.
- Ensure the continued development of clinical skills and use of evidence-based best practice according to the standards, guidelines, and protocols of the service and junior team members.
- Maintain data, reporting management, and consumer information, ensuring that records are accurately documented, stored and meet both organisational and legislative requirements.
- Contribute to data collection and utilise outcome measures in clinical practice, and to demonstrate outcomes.

Depending on your program, you may also:

- Provide evidence-based psychological and psychosocial interventions for individuals and groups.
- Complete mental health assessments, including completion of clinical interview, mental state examination, risk assessment, case formulations and individual treatment planning.
- Participate in an on-call/recall roster and follow relevant procedures and processes to support consumers and their family/significant others contacting the service.

ABOUT YOU IN THE ROLE

As a staff member of Uniting, you will celebrate diversity and welcome all people regardless of lifestyle choices, ethnicity, faith, sexual orientation or gender identity.

Your directorate: Communities
You'll report to: Team Leader/Service Manager

YOUR KEY CAPABILITIES

Individual leadership

- **Improving performance** - Works with others and offers suggestions to find ways of doing the job more effectively.
- **Owning the job** - Takes ownership for all responsibilities and honours commitments within their own role and strives to achieve goals with a "can-do" attitude to levels of excellence.
- **Perseverance** - Remains committed to completing the job in the face of obstacles and barriers.
- **Timeliness of work** - Sets achievable timeframes and works to complete projects, tasks and duties on time.

Business Acumen

- **Organisational Operation** - Displays awareness of Uniting's business objectives and understands how personal objectives relate to those objectives.
 - **Organisational Objectives** - Has broad awareness of Uniting's vision and values and how they apply to issues in the team.
 - **Develops and Grows the Business** - Understands team and organisational goals and works collaboratively with Team Members to achieve organisational goals.
 - **Makes Sound Decisions** - Analyses problems, seeks input from relevant people and then takes appropriate action to implement the most effective solution in a timely manner.
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QUALIFICATIONS & EXPERIENCE

Qualifications:

- Tertiary qualifications in a relevant discipline (such as Psychology, Social Work Registered Nursing or Occupational Therapy).
- Full membership with a respective professional body (such as AHPRA); or eligibility for membership with AASW.
- Current Australian Driver's Licence.

Experience:

Typically, this role will require three (3) or more years' clinical experience within a relevant field. You will have excellent written and verbal communication skills, be organised, systematic, thorough, accurate and disciplined. You will be expected to provide innovative ideas to solve problems in your discipline. It is expected that you will possess good skills at navigating a complex organisation, forging relationships, and managing through influence rather than direct authority as required.

In addition to the above, you'll have:

- Significant experience within the mental health field, providing high quality triage, assessment and evidence based psychological interventions.
- Demonstrated ability to collaboratively plan and coordinate a comprehensive biopsychosocial approach and interventions to meet the needs of clients.
- Demonstrated ability to work independently, and ability to exercise independent judgment on routine as well as complex, or critical tasks specific to the discipline.
- Able to work independently or with professional supervision from more senior members of the profession or health team when performing novel, complex, or critical tasks.
- Demonstrated ability to provide high quality assessment and evidence based psychological interventions.
- Ability to contribute to the evaluation and analysis of guidelines, policies and procedures applicable to their clinical/professional work and may be required to contribute to the supervision of discipline specific students.
- Demonstrated a commitment to continuing professional development and may have contributed to workplace education through clinical supervision, training and education through the provision of seminars, lectures or in-services.
- Demonstrated ability to engage and work collaboratively with clients. Demonstrated ability to be self-motivated and function autonomously while being able to effectively work in a multidisciplinary team.
- Excellent knowledge of relevant legislation to the service, such as the Mental Health Act (2007) and the Children and Young Persons (Care and Protection) Act (1998), and Best Practice guidelines for service delivery in mental health.
- Ability to use relevant information, technology, electronic recording systems and data management tools.

Employee Name:	Insert employee name	Manager's Name:	Insert manager's name
		Title	Insert manager's title
Date:	Insert date	Date:	Insert date
Signature:		Signature:	