

JOB DESCRIPTION

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 responsible for working as part of a multidisciplinary team to provide comprehensive, evidence-based clinical case management, assessment, and psychological interventions to clients with mental illness.

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 Clinician, your role specifically will:

- Work as a part of a multidisciplinary team to provide comprehensive, therapeutic mental health services to clients.
- Support the processing and triaging of referrals, determining whether referrals are suitable for the service and facilitating ware transfers where relevant.
- Manage a caseload of complex clients, including assessment and best practice clinical intervention.
- Complete best practice biopsychosocial mental health assessments.
- Develop, implement, and evaluate appropriate treatment plans, reflective of the client's individual needs, in collaboration with the multidisciplinary team and key stakeholders e.g. family, carers and referrers.
- Provide evidence-based psychological and psychosocial interventions for individuals and groups.
- Participate in team meetings and clinical review meetings, to ensure input is captured from the multidisciplinary team and used to inform treatment plans.
- Participate in clinical review and supervision, ensuring service standards are met.
- Maintain communication with referrers and other key stakeholders relevant to the client's care e.g. family/carers and other members of the multidisciplinary team
- Deliver a high quality service with commitment to ethics and values by working within the principles of Best Practice in Mental Health Service delivery.
- Work collaboratively to maintain effective, sustainable relationships with clients, relevant families/significant others, and relevant service systems to engage and promptly respond to their mental health and developmental needs.
- Be innovative in clinical service provision and contribute to current evidence-based practice according to the philosophy, standards, guidelines, and protocols of the service, including data collection and outcome measurements.
- Consult, liaise, and link with internal and external service systems to provide a full range of tailored interventions for consumers.
- Manage risk presentations in consultation with relevant senior team members.
- Ensure the continued development of clinical skills and use of evidence-based best practice according to the standards, guidelines, and protocols of the service.
- 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 assertive outreach, to facilitate engagement and treatment with a consumer and their family/significant others.
- Participate in an intake and liaison roster and follow relevant procedures for new referrals to the service.
- 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).
- 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 two (2) 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 continuing to develop in your area of expertise and 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:

- Demonstrated ability to provide high quality assessment and evidence based psychological interventions drawing on input from a multidisciplinary team
- Ability to work independently, exercising objective clinical judgment in complex and critical presentations.
- Able to work productively with other members of the multidisciplinary team throughout the client journey seeking input from medical staff, peer workers and other allied health providers.
- Contribute to the evaluation and analysis of guidelines, policies and procedures applicable to their clinical/professional work, including contributing to supervision of discipline-specific students.
- Demonstrated a commitment to continuing professional development participating and delivering workplace education through clinical supervision, training and education. Examples of activities include 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.
- Ability to maintain and develop the culture, philosophy, standards, guidelines and policies of the service.
- Sound 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:	