

## JOB DESCRIPTION

### Consultant Psychiatrist

#### ABOUT UNITING

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

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

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At Uniting NSW.ACT is responsible for the social justice, community services and chaplaincy work of the Uniting Church in NSW and the ACT.

We provide care and support for people through all ages and stages of life, with a focus on people experiencing disadvantage and vulnerability. Our purpose is to inspire people, enliven communities and confront injustice.

We value diversity and always welcome everyone exactly as they are. We are **one of Australia's largest and most trusted Service Providers for Children, Youth and Family programs** which is made up of a team of **diverse, purpose-led people** who really are making a difference to the world around them.

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#### ABOUT THE ROLE

##### Role Purpose

The Consultant Psychiatrist will work as part of a multi-disciplinary team of primary health professionals to deliver high quality medical care for consumers with, or are at risk of, severe mental illness. The role will ensure the delivery of comprehensive early interventions that are evidence-based, safe, effective, and of a high quality.

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#### ROLE KEY ACCOUNTABILITIES

You will be an integral member of the 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 customer 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 contributes to a safe and supportive working environment that is inclusive of all staff by celebrating their nationality, cultural background, LGBTI status, abilities, gender and age.

As a Consultant Psychiatrist, your role specifically will:

- Provide clinical leadership, consultation, and direction for the team of multidisciplinary clinicians, ensuring implementation of evidence-based interventions for young people
- Participate in clinical consultation and leadership and clinical decision making.
- Provide early intervention to minimise the impact of severe mental illness on the normal developmental trajectory of consumers.
- Minimise the subjective distress of consumers and their families associated with the experience of early onset of severe or complex mental health conditions.
- Screen and reduce the incidence of metabolic syndrome.
- Enable both symptomatic and functional recovery from severe mental illness.
- Provide responsive and seamless access to the service for consumers and their families/significant others.
- With the Operations Manager, provide oversight and direction in regard to the delivery of clinical interventions and bio-psycho-social assessments.
- Complete psychiatric assessment, clinical care planning, delivery and review including treatment and discharge options for referrals to the service.
- Actively contribute to creating a team culture and performance that is based on hope, optimism and a recovery framework for consumers and their families/significant others.
- Ensure that medical treatments delivered are of a high standard and consistent with evidence-based practice.
- Work with consumers, their families/significant others and relevant service systems to respond appropriately to mental health and developmental needs.
- Provide consultation, liaison and connections to other mental health and/or support services to ensure comprehensive whole-of-person care.
- Supervise the service Registrar according to RANZCP requirements.

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## 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:** Children, Youth and Families  
**You'll report to:** Operations Manager

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## 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:

- Registration as a medical practitioner with the Australian Health Practitioner Regulation Agency (AHPRA).
- Fellowship of the Royal Australian and New Zealand College of Psychiatrists, or equivalent postgraduate specialist qualification.
- Current Australian Driver's Licence.

### Experience:

Typically, this role will require three (3) or more years' experience in your field of expertise. 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:

- Extensive clinical medical experience within the mental health field in acute and community settings, ideally with young people and their families.
- Substantial experience and demonstrated skill in crisis intervention and management of people in the acute phase of a mental illness.
- Substantial knowledge of the evidence base for the biopsychosocial treatments and demonstrated capacity to be innovative in clinical approaches with people which have, or are at risk of, severe mental illness.
- Specific knowledge and understanding of the developmental stages of young people and the impact that a severe mental illness has on development.
- Demonstrated ability to engage with young people, their families and/or significant others.
- Highly developed and demonstrable interpersonal communication, consultation and negotiation skills including the ability to work effectively with multidisciplinary teams, internal and external agencies and stakeholders.
- Sound understanding of mental health legislation such as the Mental Health Act 2007 (NSW) and the Children, Youth and Families Act 2005 (Commonwealth) and any other relevant state or federal legislation, plus knowledge of the National Standards for Mental Health Services.
- Ability to use relevant Information Technology and electronic recording systems and data management tools to maintain documentation of clinical care as required.

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:	