

Registered Psychologist

Our vision: *People and communities have strong mental health and wellbeing.*

Our purpose: *Partnering with clients and carers to deliver mental health and wellbeing services that enhance quality of life.*

Our values: *Hope, Creativity and innovation, Client focus, Making a difference, Integrity.*

Position Information

<p>Purpose</p>	<p>The Registered Psychologist will provide high quality, comprehensive clinical assessments, flexible therapeutic interventions, expert consultation and specialist services including positive behaviour support and capacity building to clients with severe and complex mental ill health and dual disabilities. The Registered Psychologist will utilise expertise in delivering meaningful evidence based, time limited psychological therapies adjusted to be responsive to the needs of clients.</p> <p>The Registered Psychologist will work collaboratively with internal and external stakeholders, clinical teams, service providers and private health insurance funds to deliver services to clients within the community to build capacity, support recovery from mental ill health and enhance service delivery.</p> <p>The Registered Psychologist will be highly motivated to work within a stepped care framework to meet the service delivery needs and provide holistic supports to clients to achieve their better life goals which reflect Mind’s Model of Recovery Orientated Practice and organisational values for people with a psychosocial disability.</p>
<p>Position reports to</p>	<p>Clinical Relationship Manager</p>
<p>Mind classification level</p>	<p>SCHADS Level 6</p>
<p>Stream</p>	<p>Innovation - Allied Health</p>
<p>About the service</p>	<p>The Allied Health service offers a range of specialist supports and clinical services that aim to maximise recovery outcomes for clients with complex mental health challenges and dual disability concerns who may have NDIS plans or accessing through their private health cover. Clients and their families and carers will be supported by a multidisciplinary Allied Health team who will use their specialist skills and knowledge to lead people through their journey to better health and wellbeing in line with Mind’s</p>

Mind values the experience and contribution of people from all cultures, genders, sexualities, bodies, abilities, ages, spiritualities and backgrounds. We encourage applications from Aboriginal and Torres Strait Islander peoples, people with a lived experience of mental ill-health and recovery, people living with disability, those who identify as LGBTIQ and applicants from culturally and linguistically diverse backgrounds.



	<p>Model of Recovery Oriented Practice, My Better Life model and organisational values for people with a psychosocial disability.</p> <p>Clients will be supported one-to-one via telehealth or in person. Services targeting the individual needs and include clinical assessments, psychological therapies, mental health counselling, brief intervention support and psychoeducation.</p> <p>Allied Health services operate in the context of local community with a focus on empowering clients to have choice and control over their services and recovery goals.</p>
<p>Position description effective date</p>	<p>May 2025</p>
<p>Responsibilities</p>	
<p>Deliver high quality clinical support to individual clients</p>	<ul style="list-style-type: none"> • Provide high quality comprehensive and flexible therapeutic support services to clients, families and carers including an advanced level of assessment, diagnosis, brief intervention, treatment planning and evaluation, education and research in accordance with professional, ethical and National Standards utilising clinical experience. • Deliver high level mental health interventions and allied health therapy assessments, both functional and sensory, that can be adapted to meet the unique and individual needs of the clients. • Provide behaviour support plans and short-term intervention methods of demonstrated effectiveness that are person-centred and evidence based to meet the model of care. • Deliver specific types of therapies that have proven to be effective with a cohort of clients. • Provide clients with care coordination and advocacy to meet their specific needs. • Work collaboratively with the Clinical Relationship Manager, Allied Health team and other relevant stakeholders to promote and facilitate client access to primary mental health care services including the provision of support to assist staff to recognise and respond to mental health conditions and provide effective clinical management. • Use adaptive language pertinent to the cohort such as “mental wellbeing” rather than “depression” or “mental illness”. • Apply professional judgement within the role, adapting routine clinical practice based on valid and reliable evidence for clients with complex care needs. • Provide clinical advice and consultation to a variety of stakeholders internal and external to Mind.



	<ul style="list-style-type: none"> • Commitment to participate in peer groups, multidisciplinary teams and clinical supervision. • Responsible for individual professional practice and demonstrate a high degree of autonomy, self-motivation and professional judgment. • Maintain a high standard of professional conduct and commitment to work collaboratively as a member of multidisciplinary team to provide integration and coordination between different sites or programs to facilitate the delivery of an efficient and responsive service to clients, families and carers. • Operate within the scope of the role, professional standards and Mind policies and procedures as amended from time to time. • Ensure AHPRA registration is maintained including appropriate documentation and record of CPD. In any instance of changes to AHPRA registration immediate notification must be provided to Mind.
<p>Fee for service</p>	<ul style="list-style-type: none"> • Work closely with the client’s primary care provider, clinical teams, partners, agencies and other key stakeholders to facilitate the provision of coordinated clinical care and treatment for referred clients inclusive of the structured psychological interventions provided by Mind. • Support clients to achieve their individual plan goals, foster independence and strengthen their ability to live a better life. • Contribute to the establishment and attainment of client goals through evidence based intervention including recommendation and onward referrals as appropriate. • Contribute to the preparation of recommendations, reports and treatment plans to inform clients ongoing NDIS funding or funding review. • Liaise with NDIS, NDIA, LACs, private health and relevant bodies regarding client progress and to facilitate the provision of coordinated clinical care and treatment for referred clients. • Contribute to ensure productivity and the performance targets of the team are met, achieving agreed sessional targets and financial targets of the service.
<p>Provide support to families and carers</p>	<ul style="list-style-type: none"> • Support family and carer practice including the re-engagement and maintenance of family, carer and/or children relationships. • Support family and carer roles through understanding their concerns and the provision of information, education and referrals. • Build capacity, understanding and provide training to families and carers, support the Allied Health team and other clinical teams. • Engage families and carers in the consultations and services.



<p>Work with local service providers</p>	<ul style="list-style-type: none"> • Collaborate with others in the client’s life including family, carers, mainstream support and other service providers chosen by the client to deliver elements of their plans. • Support the maintenance and development of community networks, service providers and formal connections.
<p>Work with clinical partners</p>	<ul style="list-style-type: none"> • Work within a multidisciplinary team: <ul style="list-style-type: none"> - Supporting recovery oriented practice. - Supporting clinical interventions. - Liaise with the team on practice issues. - Actively participating in team, case and handover meetings. • Work collaboratively with external stakeholders to provide services to clients in a culturally appropriate manner.
<p>Risk management</p>	<ul style="list-style-type: none"> • Develop and contribute to individual and behavioural risk management plans ensuring all appropriate contemporary evidence base theory is drawn from and implemented to ensure clients achieve outcomes enhancing quality of life. • Review, write and develop behaviour recording tools and analyse and interpret data to be used for behaviour support plans. • Contribute and implement the service risk plan as required. • Ensure that risks are identified and managed according to Code of Ethics, National Standards and Mind’s policy, procedures and processes. • Ensure complaints and incidents are managed in a timely manner and escalated to Clinical Relationship Manager, General Manager or appropriate governing body as required. • Ensure that Work, Health & Safety processes are embedded in practice.
<p>Service delivery improvement</p>	<ul style="list-style-type: none"> • Ensure all performance targets as set by Mind are met and utilise performance reports to provide advice to the Clinical Relationship Manager on the achievement of KPI’s to enable effective planning and service reviews. • Actively participate in quality audits and regular reporting requirements for NDIS, private health and Mind. • Participate in performance appraisals, feedback and ongoing professional development. • Contribute to data collection, service mapping and gap analysis activity. • Contribute to evaluation of the effectiveness of services in consultation with clients and their support networks. • When required, attend and participate in meetings in regard to managing high quality service delivery, workforce capability,



	<p>planning, service development and improvement and practice issues across the Service Stream.</p>
Team work	<ul style="list-style-type: none"> • Support team members to ensure they manage services in accordance with Mind’s values, models and performance targets and parameters. • Contribute to service design, share knowledge and skills across the Service Stream. • Engage with leaders across other services within Mind to build local pathways to support service access. • Assist Mind and the Clinical Relationship Manager to knowledge and expertise across the team.
Stakeholder management	<ul style="list-style-type: none"> • Work collaboratively with internal stakeholders including the Executive Director, General Managers and Allied Health teams. • Maintain stakeholder relationships with referral sources and coordinate services within agency and with other community providers. • Engage in productive working relationships that add value to service delivery. • Build a detailed understanding of the operational requirements. • Foster positive relationships and proactively work with all stakeholders to ensure advice is consistent and contemporary. • Attend internal and external meetings, networks and working groups as appropriate in line with Mind’s Delegation Schedule and with the support of management. • Be a customer advocate, championing client needs and insights throughout the business.
Other duties	<ul style="list-style-type: none"> • Document all activities using Mind’s ICT system and processes. • Complete appropriate documentation including case noting and report writing. • Actively participate, contributing to the team and wider organisational initiatives. • Take personal responsibility for the quality and safety of work undertaken. • Contribute to service delivery improvements. • Other duties as directed.
Professional development	<ul style="list-style-type: none"> • Undertake relevant training and professional development, including regular supervision, appropriate to the primary work of the service and Mind. • Participate in reflective practice.
Accountability	<ul style="list-style-type: none"> • Conduct yourself in accordance with the Mind Code of Conduct and Mind policies and procedures which may change from time to time.



	<ul style="list-style-type: none"> Proactively support Mind's vision of supporting people facing mental health challenges to live well and be socially included, in accordance with the Mind values.
Workplace health, safety and wellbeing	<ul style="list-style-type: none"> Contribute actively to the maintenance of a safe workplace. Ensure all safety issues are reported and addressed as they arise.
Lived experience	<ul style="list-style-type: none"> Contribute to a workplace that values lived experience and the inclusion of consumers, carers and families in the work we do.
Cultural safety	<ul style="list-style-type: none"> Contribute to a culturally safe workforce and service environment for staff, consumers, carers and volunteers from all cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds.



Position Requirements	
Qualifications required	<ul style="list-style-type: none"> • Tertiary degree qualifications in Psychology. • Evidence of registration with Australian Health Practitioner Regulation Agency (AHPRA). • Accreditation in Positive Behaviour Support, or a willingness to work towards credentialing, is highly desirable.
Knowledge, skills and experience required	<ul style="list-style-type: none"> • Previous significant experience in similar Allied Health clinical role. • Experience and expertise in working directly with people with mental health issues, dual disabilities, complex needs and with their families and carers. • Awareness and understanding of the NDIS is desirable. • Demonstrated understanding of available community services, networks and supports. • Experience providing person-centered active supports. • Experience in assessing need and working collaboratively to plan goal focused recovery using evidence informed approaches and tools. • Demonstrated knowledge and clinical experience in flexible therapeutic support services including assessment, diagnosis, brief intervention, treatment planning and evaluation, education and research in accordance with professional, ethical and National Standards utilising clinical experience. • Demonstrated knowledge and experience in the application of theoretical approaches, practices and appropriate service responses. • Demonstrated ability to plan and prioritise to meet customer service delivery requirements. • Excellent interpersonal and communication skills with the ability to consult, negotiate and influence peers, stakeholders and government agencies with diplomacy to achieve effective outcomes. • Skills and experience in advocacy, collaboration, facilitation, evaluation and problem solving. • High level organisational skills with demonstrated ability to prioritise, manage multiple complex tasks concurrently, work under pressure and meet deadlines. • Ability to work both autonomously and collaboratively showing initiative and flexibility. • Demonstrated experience in client documentation, reporting and working with a variety of electronic systems. • A lived experience of mental ill health and recovery or experience caring for a person with mental ill health is desirable.
Other	<ul style="list-style-type: none"> • Right to work in Australia. • Requirement to hold unrestricted driver's license and utilize personal, roadworthy vehicle for work purposes.

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You can also watch our Great Minds series of videos by visiting www.youtube.com/mindaustralia

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| | <ul style="list-style-type: none">• Current NDIS Worker Screening Check Clearance.• Working with Children Check or equivalent (Blue Card - QLD).• Able and willing to travel across a designated region to fulfil the duties of the position. |
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