

## LGBTIQA+ Allied Health Practice Lead

**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

<b>Purpose</b>	<p>The LGBTIQA+ Allied Health Practice Lead provides leadership and support to the LGBTIQA+ Aftercare program's Allied Health Practitioners and other staff in the delivery of the Aftercare suicide prevention program.</p> <p>The LGBTIQA+ Allied Health Practice Lead will provide support to clients, families of choice or origin, and carers. They will collaborate with the LGBTIQA+ Peer Practice Lead to support Aftercare continuing to operate as a peer led program.</p> <p>Services will be provided in line with Mind's Model of Recovery Oriented Practice and Model of Peer Work. They will work according to the values of Mind and will work closely with stakeholders and partners to ensure an integrated service response.</p>
<b>Position reports to</b>	LGBTIQA+ Strategy and Service Development Manager
<b>Mind classification level</b>	SCHADS Level 6
<b>Stream</b>	Research, Advocacy & Policy Development – Inclusion & Participation
<b>About the service</b>	<p>Aftercare provides peer-based and allied health support to LGBTIQA+ people for three months following a suicidal crisis at no cost to the community member. Aftercare also facilitates a groups program and is actively engaged in community advocacy and preventative support. This peer-driven approach integrates evidence-based practice with community insights to provide a holistic and innovative model of care.</p> <p>Aftercare services follow up with a person presenting to health care services following either a suicide attempt or suicidal ideation. Support is provided by addressing contributing factors to LGBTIQA+ suicide by delivering care after a suicidal crisis, coordination and navigation between mental health providers, ensuring continuity of care and enhanced engagement with providers.</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.



<b>Position description effective date</b>	August 2023
<b>Responsibilities</b>	
<b>Provide direct support to individuals</b>	<ul style="list-style-type: none"> <li>• Provide 1:1 support to clients in a range of areas including:             <ul style="list-style-type: none"> <li>○ Thoughts and behaviours of suicide</li> <li>○ Neurodiversity</li> <li>○ LGBTIQ+ specific needs and advocacy</li> <li>○ Stigma and minority stress</li> <li>○ Trauma</li> <li>○ Navigating issues associated with drug and alcohol</li> <li>○ Family relationships</li> </ul> </li> <li>• Purposefully engage with clients using techniques including:             <ul style="list-style-type: none"> <li>○ Brief intervention</li> <li>○ Motivational interviewing and coaching</li> <li>○ Family inclusive practice</li> <li>○ Trauma informed practice</li> </ul> </li> <li>• Perform advocacy and planning functions in relation to supporting clients with statutory and legal requirements as requested (e.g. name changes, advanced statements).</li> <li>• Work from an anti-oppressive, social justice lens with an understanding of how power operates and effects intersections within LGBTIQ+ communities including First Nations, refugee and asylum seekers, people with disability, and AOD experiences.</li> <li>• Maintain active self-care and sustainable practice.</li> <li>• Understand peer work frameworks as applied to allied health work and draw on your lived experience of recovery and as a member of the LGBTIQ+ community to provide a model of recovery.</li> </ul>
<b>Allied Health practice leadership</b>	<ul style="list-style-type: none"> <li>• Have a strong understanding of therapeutic principles and interventions, including the use of assessment tools.</li> <li>• Provide leadership to allied health practitioners on a day-to-day level, including expertise in service delivery, development, collaboration and coordination.</li> <li>• Participate in community member intake, appointments and reviews.</li> <li>• Support staff in understanding and managing client risks.</li> <li>• Aid in the development and implementation of therapeutic group program and activities of Aftercare.</li> <li>• Have a rich understanding of the consumer movement, including the role of power and collectivist principles, when working in a clinician role.</li> </ul>



	<ul style="list-style-type: none"> <li>• Have oversight of written tasks such as case note writing, risk assessments, safety plans, behaviour management plans and incident reports.</li> <li>• Providing appropriate feedback and regular supervision to allied health practitioners, including capacity-building, coaching and debrief.</li> <li>• Liaise with internal stakeholders including Facilities, ICT, Human Resources, and Health, Safety and Wellbeing.</li> <li>• Operate within delegated authority and undertake a range of tasks that support effective day to day service delivery with guidance from the Service Manager.</li> </ul>
<p><b>Collaborate with LGBTIQ+ Peer Practice Lead for service delivery</b></p>	<ul style="list-style-type: none"> <li>• Work in collaboration with the Peer Practice Lead in the day-to-day running of the Aftercare program and ensure cohesion and collaboration between the peer practitioner and allied health staff.</li> <li>• Contribute to the development of Aftercare as an emerging program, including qualitative insights, evaluating work methods and setting target outcomes from an allied health perspective.</li> <li>• Contribute to program planning, reporting and evaluation, including the delivery of annual work plans and qualitative reviews, from an allied health perspective.</li> <li>• Work closely and effectively with the Peer Practice Lead in order to meet service delivery targets while ensuring a holistic model of care.</li> <li>• Assist in the implementation and leadership of Aftercare’s Lived Experience Governance framework and governance meetings.</li> </ul>
<p><b>Work with local service providers</b></p>	<ul style="list-style-type: none"> <li>• Engage with community to fully understand their need for assistance from local service providers with clinical mental health, physical health, education and employment, LGBTIQ+ community connectedness, eligible entitlements and benefits, housing, transport, recreation and social connections.</li> <li>• Make linkages and build relationships and referral pathways to maintain or create a range of local supports for customers that facilitate them living the life of their choosing in their own community.</li> <li>• Contribute to LGBTIQ+ lived-experience specific suicide prevention guidelines and strategy.</li> <li>• Liaison and coordination with LGBTIQ+ community groups and lived experience advisory groups as necessary.</li> </ul>
<p><b>Work with clinical partners</b></p>	<ul style="list-style-type: none"> <li>• Work within a multidisciplinary team:             <ul style="list-style-type: none"> <li>○ Supporting recovery oriented practice</li> <li>○ Supporting clinical interventions</li> <li>○ Enhancing collaboration between team members</li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>○ Support confidence in LGBTQIA+ friendly and mainstream support services</li> </ul>
<b>Provide support to families and carers</b>	<ul style="list-style-type: none"> <li>● Support family and carers including family of origin or chosen family, through understanding their concerns and the provision of information, education and referrals.</li> <li>● Facilitate, as appropriate, the re-engagement and maintenance of chosen family and carer relationships.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>● Contribute to data collection, cleaning and analysis.</li> <li>● Support and complete comprehensive risk management to support the safe running of the service.</li> <li>● Provide specialist LGBTQIA+ suicide prevention clinical advice to the team and broader organisation.</li> <li>● Oversee work activities of a complex nature.</li> </ul>
<b>Professional development</b>	<ul style="list-style-type: none"> <li>● Participate in performance appraisals, and feedback.</li> <li>● Undertake relevant training and professional development, including regular supervision, appropriate to the primary work of the service.</li> <li>● Partake in regular team supervision.</li> <li>● Actively participate in reflective practice.</li> </ul>
<b>Accountability</b>	<ul style="list-style-type: none"> <li>● Conduct yourself in accordance with the Mind Code of Conduct and Mind policies and procedures.</li> <li>● Integrate feedback from community members, peer practitioners, allied health practitioners, peer practice lead and service manager.</li> <li>● 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.</li> </ul>
<b>Workplace health, safety and wellbeing</b>	<ul style="list-style-type: none"> <li>● Contribute actively to the maintenance of a safe workplace.</li> <li>● Ensure all safety issues are reported and addressed as they arise.</li> </ul>
<b>Lived experience</b>	<ul style="list-style-type: none"> <li>● Contribute to a workplace that values lived experience and the inclusion of consumers, carers and families in the work we do.</li> </ul>
<b>Cultural safety</b>	<ul style="list-style-type: none"> <li>● 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.</li> </ul>



Position Requirements	
Qualifications required	<ul style="list-style-type: none"> <li>• Master’s degree qualification in Psychology, Counselling, Social Work or other mental health related field as designated by Mind.</li> <li>• Full registration with AHPRA, ACA, PACFA or AASW.</li> </ul>
Knowledge, skills and experience required	<ul style="list-style-type: none"> <li>• A minimum of 5 years working in mental health/suicide/LGBTIQA+ community care.</li> <li>• Lived experience of mental ill health and/or suicide and the ability and willingness to use this to inform your work and the work of the team including our clinical partners is required.</li> <li>• Lived experience and expertise in working directly with people in the LBGTIQA+ community mental health issues, complex needs and with their families and carers.</li> <li>• Proven experience in leadership and capability to coach, mentor and develop a team to achieve best quality service outcomes including experience in the provision of professional supervision.</li> <li>• High level organisational skills with demonstrated ability to prioritise, manage multiple complex tasks concurrently, work under pressure and meet deadlines.</li> <li>• Expertise in working directly with people in the LBGTIQA+ community.</li> <li>• Demonstrate excellent written communication and use of technology in a timely and efficient manner.</li> <li>• Experience with client notes, reporting and working with a variety of electronic systems.</li> <li>• Some experience in financial management and budget control.</li> <li>• Proven ability to work autonomously and as a member of a team.</li> <li>• Work under general direction but exercise judgement and contribute with critical knowledge and utilize professional skill sets in new situations and when procedures are not strictly defined.</li> <li>• By the end of the probationary period, have a sound knowledge of Mind’s Aftercare program, including their activities, operational policies, and services in multiple domains.</li> <li>• Carry out various activities with self-initiative and appropriate judgement to execute the task, including the selection of established best practice, self-evaluation and follow through.</li> <li>• Demonstrated ability to plan and prioritize to meet delivery requirements in a timely manner.</li> <li>• Excellent interpersonal and presentation skills.</li> <li>• Demonstrated understanding of available community services, networks and supports.</li> </ul>

To learn more about Mind visit [mindaustralia.org.au](http://mindaustralia.org.au)



You can also watch our Great Minds series of videos by visiting [www.youtube.com/mindaustralia](http://www.youtube.com/mindaustralia)

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	<ul style="list-style-type: none"> <li>• Previous experience in working from a lived experience framework, or from peer governance frameworks will be highly regarded.</li> </ul>
<p><b>Other</b></p>	<ul style="list-style-type: none"> <li>• Right to work in Australia.</li> <li>• Current valid Australian driver's licence.</li> <li>• Current NDIS Worker Screening Check Clearance.</li> <li>• Working with Children Check or equivalent (Blue Card - QLD).</li> <li>• Able to obtain and provide evidence of vaccinations against COVID-19.</li> </ul>

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