

Lead Practitioner (Health Justice)

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

Purpose	<p>The Lead Practitioner (Health Justice) will provide practice leadership and direction to a multidisciplinary interprofessional team within the Local regarding our evidence based health justice approach. The Lead Practitioner (Health Justice) will provide practice development leadership to the Peer Workforce and the peer work discipline. This will include peer supervision, reflective practice and community of practice.</p> <p>The Lead Practitioner (Health Justice) will have a strong interest and passion for social justice, health justice, equity and equality.</p>
Position reports to	Team Leader (Lived Expertise)
Mind classification level	SCHADS Level 5
Stream	Victoria Operations
About the service	<p>The Adult and Older Adult Mental Health and Wellbeing services, otherwise known as “Locals”, are a key recommendation from Victoria’s Royal Commission into the mental health service system. As such, the Locals are a key feature of the current system transformation.</p> <p>The Locals will act as a front door to the mental health service system utilising a no wrong door approach. The Locals will provide a continuum of care and support including clinical interventions, wellbeing supports, and therapeutic support through an integrated mental health and alcohol and other drug framework approach.</p> <p>Mind Australia is the lead agency in a consortium which comprises of Bendigo Health, Echuca Regional Health, Thorne Harbour Health, The Salvation Army and Bendigo District Aboriginal Cooperative who will deliver the Greater Bendigo Loddon Campaspe Local. Our shared vision is a GBLC Local that delivers integrated care and support that puts the person accessing the service at the very centre of their treatment, support and care coordination using a range of evidence informed approaches. The consortium is committed to embedding lived and living experience within</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.



	all aspects of the service including program design and evaluation, leadership, service delivery and governance.
Position description effective date	April 2024
Responsibilities	
Peer work	<ul style="list-style-type: none"> • Willingness to utilise your own lived experience of mental ill health, alcohol and other drugs challenges and recovery to inform your work and the work of the team. • Disclose your lived experience in an appropriate and purposeful manner to support, empower, bring hope and support the recovery of consumers and the work of other staff within the Local. • Draw on Mind’s Peer Work Framework, Model of Peer Work and broader lived experience knowledge bases to guide your work/practice. • Support the team to understand and deliver services within the Local that are consistent with recovery oriented practice from a peer/lived experience perspective.
Provide support to the team through coaching and mentoring	<ul style="list-style-type: none"> • Work in partnership with the Team Leader (Lived Expertise) and Service Operations Manager to ensure cohesiveness in the design and delivery of services with the aim of optimizing resources and improving service delivery. • Actively contribute and foster the establishment and maintenance of constructive relationships within the team. • Provide training and upskilling to all staff within the Local through the creation and facilitation of professional development workshops, especially regarding the peer work discipline and health justice approach. • Co-facilitate new staff induction sessions. • Coach and mentor Peer Practitioners and Community Mental Health Practitioners to provide quality support to people accessing the service. • Create, facilitate, evaluate and review professional development training sessions which reflect the needs of the teams at a local level. • Facilitate reflective practice with the teams. • Identify opportunities and implement strategies to continually enhance a learning culture within the teams. • Contribute to a high-performance team through engaging with staff and following direction and performance expectations. • Contribute to program planning and review.



	<ul style="list-style-type: none"> • Provide appropriate feedback and supervision to the peer workforce. • Ensure there is a focus on legal health checks and support in all aspects of the Local.
<p>Provide direct support to individuals accessing the Local</p>	<ul style="list-style-type: none"> • Work with people accessing the Local within the model of care and health justice approach: <ul style="list-style-type: none"> - Welcoming and engagement. - Strength identification and individual wellbeing and recovery plan development. - Skill and capacity development. - Engagement and maintenance of natural supports. - Support to address legal issues, including fines, infringements and/or debt. - Service exits as required. • Support people with actioning their holistic care plan in a range of areas including: <ul style="list-style-type: none"> - Understanding and managing client's own mental health. - Identifying and understanding the impact of legal issues on wellbeing. - Crisis and incident management. - Addressing stigma - Having an awareness of trauma. - Managing physical health. - Support the management of drug and alcohol issues. - Support to maintain or create meaningful activity through participating in community life. • Purposefully engage with clients using techniques including: <ul style="list-style-type: none"> - Brief intervention. - Motivational interviewing and coaching. - Family inclusive practice. - Trauma informed practice. - Conflict resolution. - Behaviour support for dual diagnosis. • Provide direct specialised services beyond those of the Peer Practitioners and Community Mental Health Practitioners.
<p>Undertake group work</p>	<ul style="list-style-type: none"> • Plan and develop group work programs that will assist clients to build their skills, focus on their recovery and build capacity in all areas of life. • Role model and deliver group work programs. • Evaluate and review group work programs. • Codesign legal health clinics.



<p>Work with local service providers</p>	<ul style="list-style-type: none"> • Engage with people to fully understand their need for assistance from local service providers with clinical mental health, physical health, eligible entitlements and benefits, housing, transport, recreation and social connections. • Make linkages and build relationships and referral pathways with community legal services. • Support initiatives/projects involving community legal services that are designed to strengthen the Health Justice approach within the Locals. • Collaborate with others in the person's life including family, carers, supporters, mainstream support and other service providers chosen by the person to deliver elements of their plans.
<p>Work with clinical partners</p>	<ul style="list-style-type: none"> • Work closely with clinical team to focus practice. • Work within a multidisciplinary interprofessional team: <ul style="list-style-type: none"> - Supporting recovery-oriented practice. - Supporting clinical interventions. - Actively participating in team, wellbeing and recovery case reviews and handover meetings. - Enhancing collaboration between team members.
<p>Service delivery improvement</p>	<ul style="list-style-type: none"> • Contribute to evaluation of the effectiveness of services in consultation with people accessing the Local and their support networks. • Ensure all performance targets as set by Mind are met and utilise performance reports to provide advice to the Team Leader (Lived Expertise) to enable effective planning and service reviews. • Participate in performance appraisals, feedback and ongoing professional development. • Promote systemic change by identifying opportunities for service system improvement from individual work with people accessing the Local and strengthening community partnerships to encourage innovative and collective solutions. • Contribute to data collection, service mapping and gap analysis activity.
<p>Team work</p>	<ul style="list-style-type: none"> • Work collaboratively with the team to ensure a co-ordinated and integrated response to each persons holistic care plan. • Ensure team have a shared understanding of the each persons holistic care plan. • Coach and mentor the team in the peer work discipline and health justice as required.



	<ul style="list-style-type: none"> • Participate in building a strong team that is built on inclusiveness and respectfulness operating with a high level of professional management in a complex and demanding environment.
Stakeholder management	<ul style="list-style-type: none"> • Work collaboratively with internal stakeholders including the Executive Director Victoria Operations, General Managers, Service Managers and Team Leaders. • Support with building and maintaining relationships with external stakeholders including opinion leaders, community groups, diverse communities, service providers, partners, government agencies, referral sources and other organisations relevant to the work, as directed by the Team Leader Lived Expertise. • Work collaboratively with lived experience and peer worker colleagues, clients, families, carers and supporters to ensure high levels of engagement to achieve objectives. • Engage in productive working relationships that add value to service delivery. • Build a detailed understanding of the operational requirements. • Attend internal and external meetings, networks, case conferences, reviews and working groups as appropriate in line with Mind's Delegation Schedule and with the support of management.
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 and communities of 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. • 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"> • Completion of Intentional Peer Support Core and/or Advanced training will also be considered as an alternative to tertiary qualifications. • Tertiary qualifications (minimum Certificate IV) in Mental Health, Justice Studies, Peer Work, Psychology, Social Work, Occupational Therapy, Community Welfare or other health related field as designated by Mind.
Knowledge, skills and experience required	<ul style="list-style-type: none"> • Proven experience in Mental Health, Alcohol and Other Drugs, Justice is required. • Experience and expertise in working directly with people with mental health challenges, AOD challenges, legal issues, complex needs and with their families, carers and supporters. • Awareness and understanding of the NDIS is desirable. • Experience providing person-centered active supports. • Demonstrated ability to plan and prioritise service delivery requirements. • Proven capability to coach, mentor and develop a team to achieve best quality service outcomes including experience in the provision of professional supervision. • Excellent interpersonal and communication skills with the ability to consult, negotiate and influence peers, stakeholders and government agencies with diplomacy to achieve effective outcomes. • 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 case notes, reporting and working with a variety of electronic systems. • A lived experience of mental ill health, AOD challenges and recovery or experience caring for a person is required for this role.
Other	<ul style="list-style-type: none"> • Right to work in Australia. • Current valid Australian driver's license. • Current NDIS Worker Screening Check Clearance. • Working with Children Check or equivalent (Blue Card - QLD). • Able to obtain and provide evidence of vaccinations against COVID-19. • Able to obtain CPR and First Aid certifications.

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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">• Preparedness to work across different services and/or locations as required and directed.
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