

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Research Practitioner - CAMHS
Position Number:	527585
Classification:	Allied Health Professional Level 4
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Community, Mental Health and Wellbeing – Statewide Mental Health Service
Position Type:	Fixed-Term, Full Time
Location:	South
Reports to:	Statewide Specialty Director - Child and Adolescent Mental Health Services
Effective Date:	October 2022
Check Type:	Annulled
Check Frequency:	Pre-employment

Essential Requirements: Degree in Social Work giving eligibility for membership of the Australian Association of Social Workers; or
Registered with the Occupational Therapy Board of Australia; or
Registered with the Psychology Board of Australia.
Current Working with Children Registration.

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled or has its conditions altered.

Desirable Requirements: Current Driver's Licence
Completion, or progression towards the completion, of a postgraduate research qualification or equivalent relevant to the position
Expertise in the design and conduct of research and evaluation and holds a publication record/published research experience

Note: The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Primary Purpose:

The Research Practitioner - CAMHS will undertake specialist investigation and evaluation and provide leadership and specialist advice on the development of best practice clinical interventions and workforce development across Child and Adolescent Mental Health Services (CAMHS). This role:

- Provides specialist advice across CAMHS on the development of evidenced-based interventions for children and adolescents with tertiary mental health or related presentation (this may include neurodiversity or behavioural disturbances not recognised as mental illness), and on related workforce training and development needs.
- Works in close consultation with CAMHS senior leadership, clinicians and other stakeholders, including consumers, on the implementation, monitoring and evaluation of mental health interventions for children and adolescents in a Tasmanian context.
- Develops effective linkages with professional staff across the Agency and key external stakeholders, including professional bodies, the University of Tasmania and other universities, the private sector, and other government departments, in relation to further research and evaluation initiatives arising out of the core body of work.

Duties:

1. Undertake a comprehensive review of contemporary approaches to delivering best practice interventions for children and adolescents who present with behavioural disturbances and/or mental health presentation or co-morbidities.
2. Deliver specialist advice to CAMHS senior leadership on the implementation of best practice clinical interventions in a Tasmanian context, and related workforce development needs, consulting closely with consumer bodies and individuals with lived experience.
3. Deliver high quality research or academic services in accordance with Mental Health service principles, National Safety and Quality Health Service standards, Agency policy, legal requirements and relevant professional competencies, to support CAMHS service needs, working within a collaborative and multi-disciplinary framework.
4. Identify opportunities for the effective monitoring and evaluation of different treatment options for CAMHS clients, to inform further service development.
5. Promote, including through the Centre for Mental Health Service Innovation, an environment where innovation, staff professional development, research and evaluation are integral to CAMHS' practice by identifying opportunities and developing initiatives, projects, and funding submissions.
6. Undertake a proactive role in developing effective linkages with professional staff within the Agency, the University of Tasmania, professional bodies, consumers, and other key stakeholders.
7. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Key Accountabilities and Responsibilities:

The Research Practitioner - CAMHS will be expected to exercise considerable initiative and professional judgement, acting with autonomy in matters relating to this role. Under the direction of the CAMHS Statewide Clinical Specialty Director (or delegate), the Research Practitioner - CAMHS will:

- Provide specialist advice, leadership and support on best practice interventions and related workforce development issues regarding the treatment of children and adolescents with behavioural and/or mental health conditions.
- Be accountable for the effective and efficient delivery of specialist research and related service development activities in accordance with organisational objectives.
- Be accountable for the provision of specialised research or academic clinical services and professional standards of care and take responsibility for undertaking professional development.
- Establish and maintain links and partnerships with professional bodies, educational institutions, and internal and external service providers, relevant to the portfolio areas of this role.
- Where applicable, exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Comply at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.
- Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
 - a. crimes of violence
 - b. sex related offences
 - c. serious drug offences
 - d. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Postgraduate research qualification or equivalent in a relevant clinical discipline, with extensive experience, knowledge and understanding of mental health issues in relation to children and adolescents.
2. Demonstrated ability to translate research findings into a public health setting.
3. High level strategic, conceptual, and analytical skills, along with the ability to provide specialist advice, support, and leadership, including contributing to training, policy and planning processes and the development of strategic research and workforce development initiatives and priorities.
4. Highly developed interpersonal, communication, presentation, conflict resolution and negotiation skills, together with the ability to develop and maintain networks and liaise with professional bodies and a broad range of internal and external health professionals.
5. Demonstrated leadership skills including the demonstrated capacity to inspire a positive attitude towards work and to support others to succeed.
6. Demonstrated ability to prepare timely and high-quality documentation for a range of audiences.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles](#).