FORENSIC MENTAL HEALTH RISK ASSESSMENT SPECIALIST

DEPARTMENT/UNIT	Safer Community Unit
FACULTY/DIVISION	Campus Community Division
CLASSIFICATION	HEW Level 8
DESIGNATED CAMPUS OR LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

At Monash, work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver groundbreaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the challenges of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and diversity. When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

We champion an inclusive workplace culture for our staff regardless of ethnicity or cultural background. We have also worked to improve gender equality for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – #ChangeIt with us.

Campus Community Division is charged with leadership, management and innovation in the provision of high-quality non-academic services to Monash students and staff. The Campus Community Division aims to create a vibrant, inclusive, caring and safe campus experience for students and staff through the provision of innovative non-academic programs and services, which strengthen community and foster wellbeing and performance.

Community Safety and Security business units operate across Monash University's Australian campuses. Monash Security Services provides a physical security, surveillance, escort and crime

prevention service. Safer Community Unit provides a central point of inquiry, advice, investigation, risk assessment, and management in relation to concerning or threatening behaviours and incidents (including sexual offences, sexual harassment, stalking, family and interpersonal violence, threats, hazing and mental health-related behaviours) impacting the Monash community. The Student Coordination, Assessment, Referral, Education (CARE) service is available to Monash students who have engaged with the Safer Community Unit (and/or the Student Conduct area that is responsible for student general misconduct proceedings). More information about Community Safety and Security can be found at www.monash.edu/students/support/safety-security.

POSITION PURPOSE

The Forensic Mental Health Risk Assessment Specialist assists with the ongoing operation of the Safer Community Unit, playing a critical role in the assessment and management of complex mental health presentations and behavioural concerns.

Reporting Line: The position reports to the Investigation and Risk Assessment Manager under broad supervision

Supervisory Responsibilities: Not applicable

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

1. Provide specialist advice and risk management of students presenting with complex mental health and behavioural concerns alongside the SCU Investigation and Risk Assessment Officers

2. Conduct welfare checks, suicide risk assessments, and provide referrals to appropriate internal and external services, to support staff and student safety and wellbeing in accordance with Monash University's trauma-informed, culturally safe and person-centered response framework

3. Apply a psychological evidence based best-practice approach to the risk assessment and management of complex and high-risk mental health presentations, and sensitively manage incidents, focusing on the early identification and treatment of risks. This often requires creative thinking and includes assessing the facts and tailoring the most appropriate solution when there are many viable solutions

4. Provide support, information, referrals, advice, motivational interviews and psychoeducation to university staff and students in response to challenging situations and behaviours

5. Participate in risk assessment meetings in response to ongoing and high-risk cases and in collaboration with the Office of the General Counsel, Monash Security, Counselling Services, Monash Residential Services, Disability Services, Student Conduct and International Student Engagement, and assist in the development of risk management strategies, determining the most appropriate course of action in the best interest of the University and the parties concerned

6. Work closely with staff from Monash Security, Counselling and Psychological Services, Office of General Counsel, Student Conduct and key internal and external stakeholders to ensure appropriate sharing of information and case management

7. Work closely with Monash Residential Services Managers and Directors to manage risk under the Monash Conditions of Residency. This includes appropriate sharing of information, assessing and managing complex and high-risk mental health presentations, and assistance with some imposed penalties, such as motivational interviews and psychoeducation

8. Ensure all communications, advice and interventions comply with laws, university policies and procedures, and are based on sound behavioural and mental health risk assessment and management principles as informed by best practice and current research

9. Assist with the development of resources in collaboration with stakeholders to build staff and student capacity and resilience in relation to complex mental health and behavioural concerns

10. Presenting to staff and students to increase the Safer Community Unit's visibility across all campuses, inform them of available reporting options, risk management and welfare supports

11. Provide metrics, key indicators and reports to the Investigation and Risk Assessment Manager to further the development of the shared incident reporting and recording system

12. Stay up to date with relevant laws and university policies and procedures including privacy, general conduct, conditional enrolment and exclusion from the University

13. Maintain accurate and detailed records of incidents and case information, keeping information management databases up to date

14. Build and maintain relationships with key internal and external stakeholders, including Directors, Deans, Heads of Departments and Schools, Faculty Managers, SECASA, Police and Forensicare

15. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:

- Postgraduate qualifications or progress towards postgraduate qualifications and extensive relevant experience in counselling, social work, forensic psychology or a relevant field; or
- an equivalent combination of relevant experience and/or education/training in a relevant field; or
- full registration with the Australian Health Practitioner Regulation Agency: Psychology Board of Australia (AHPRA).

Knowledge and Skills

1. Sound operational experience in forensic mental health risk assessment and management, including people presenting with self-harming, suicidality, psychosis, personality disorders, PTSD and persistent unreasonable conduct

2. Ability to adapt and transition to the requirements of the role in a unique university culture and environment

3. Ability to assess the risk of complex mental health and behavioural presentations (to the person of concern, to those impacted, and to university) and identify strategies to ameliorate the risk, including victim-survivors and respondents of sexual harm, stalking and family violence

4. Experience managing a case-load of diverse clients, particularly young adults, experiencing behavioural, mental health and welfare needs, as well as significant knowledge of appropriate frameworks and theoretical approaches, including case management, counselling, mental-health and at-risk behaviour, suicide risk assessment, trauma-informed and person-centered approaches

5. Highly developed relationship management skills, including the ability to interact with, and establish and maintain, sound working relationships with internal and external stakeholders at various levels

6. Strong ability to interpret policies and procedures and contribute to the review and development of policy

7. Exceptional interpersonal skills, including an ability to manage persons in crisis, highly emotional or aggressive states, and to apply judgement when communicating with such individuals

8. A working knowledge of community mental health and welfare systems, including external support agencies and experience in referral procedures, and ability to work across multiple areas of a complicated organisation

9. Excellent verbal and written communication skills, including in relation to the preparation of written reports and the delivery of verbal briefings and presentations, and an ability to communicate effectively with a range of individuals and groups from diverse backgrounds

10. Highly developed organisational and time management skills, with an ability to work autonomously, and to exercise initiative, solve complex problems and achieve goals within established timeframes

11. Proven research and analytical skills, including the ability to capture, interpret and report on relevant data, and an ability to recommend sound solutions to challenging issues

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working With Children Check is required
- This position will require a successful National Police Record check

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.