

Role Description

Role Title:	Allied Health Lead/Family Counsellor
Organisation:	Mater, South Brisbane
Service Stream/Division:	Mater Health Mater Young Adult Health Centre
Department/Unit:	Clarence Street
Date Created/Reviewed:	23/03/2022
Reports To:	Manager - Clarence Street
Level of Accountability:	Team Member HP5

Role Purpose

The purpose of the Allied Health Lead/Family Counsellor position is to provide allied health leadership within the Clarence Street multi-disciplinary team. To provide family counselling to family members and significant others of those who are experiencing problematic substance use. This role will provide professional leadership to the Clarence Street family support program.

Clarence Street provides a range of service to support young people 13-25 years who are seeking alcohol and other drug treatment and support.

The Allied Health Lead/Family Counsellor will be skilled in providing relevant psycho-social supports through the delivery of evidence-based and therapeutic counselling interventions.

Clarence Street is part of the Mater Young Adult Health Centre. Clarence Street offers a range of services to support young people and their families who experience problematic substance use. A residential withdrawal program, a therapeutic residential, a specialist youth work service that can outreach to individual young people and a Day Program where young people can drop in and access support in a creative and safe environment. Clarence Street also provides parent psycho-education and support, to individuals, couples and via groups.

Behavioural Standards

Mater requires every Mater Person to understand and deliver on a series of accountabilities that are linked to the Mater strategy, described in the table overleaf. Each Mater Person is held accountable for his or own behaviour, performance and development, and for contribution to five strategic objectives: Safety, Experience, Quality, Efficiency and Financial Viability. In addition, Mater managers and leaders are accountable to different extents for clinical outcomes, service and operational outcomes, financial outcomes, compliance and risk, interprofessional leadership and management of performance and accountability.

Accountabilities

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This role of is responsible for fulfilling the following accountabilities:

In this Role	
Role requirements	Is clear on the behaviour, tasks and accountabilities that are associated with the role, fulfils mandatory and professional competency requirements, contributes to own performance development planning, proactively seeks feedback, carries out individual development plan and actively contributes to own team/s
As a Mater Person	
Safety	Every decision and every action taken has safety as its guiding principle.
Experience	Consistently seeks to meet or exceed each and every person's service expectations, each and every time through the provision of differentiated customer service.
Quality	Consistently seeks to continuously improve the quality of our service, through contributing to delivering evidence based low variability healthcare
Efficiency	Seeks opportunities to deliver services for more people within existing resources, which means being innovative and focussed, and demonstrating strong stewardship of our finite resources.
Future Viability	Consistently seeks to improve, innovate and evolve, through looking for new trends and opportunities which will ensure Mater can meet the challenges of the future by making sensible decisions today.

Role Specific Expectations

Clinical / Technical Competencies

- Demonstrated experience and ability to provide a high level AOD clinical assessment and interventions.
- Demonstrated understanding of contemporary assessment and treatment alternatives for young people with problematic alcohol and other drug concerns.
- Demonstrated high level counselling skills and expertise in brief interventions in Alcohol and other Drugs.
- Experience in providing psycho-education and support to families who are seeking support for their child who is experiencing problematic substance use.
- Proven ability to relate to and empathise with families/carers who are seeking support due to parenting a young person with substance use concerns.
- Strong communication and interpersonal skills with a proven ability and experience in establishing and developing key relationships with stakeholders.
- Relate to young people and their families in a manner which is appropriate to their developmental and cognitive level of functioning.
- Proven experience and ability to work effectively in a multi-disciplinary team, establish priorities, exercise initiative and deliver outputs

Service and Operational Outcomes

- Actively partner with consumers and carers, as well as interprofessional colleagues, to determine service and operational objectives that provide an exceptional experience and outcomes.
- Ensure provision of a client centred and responsive service that caters for population and cultural diversity, with support provided to CALD and Aboriginal and Torres Strait Islander communities.
- Assist in ensuring the wellbeing of the team through; regular supervision, managing individual worker stress supporting professional development and facilitating a positive team culture.
- In collaboration with Clarence Street leaders and peers, maintain and strengthen relationships with community, government and non-government agencies to inform and enhance services.
- Create and maintain guidelines, procedures or work instructions for use by others.
- Participate in project planning and implementation ensuring that the team plays an active role in planning for organisation change which improves service delivery.
- Aid and input into strategic planning at a team and service level.
- Ensure team data entry, reporting and all written communication is completed in a timely manner and meets organisational standards.
- Ability to be flexible and adapt work practices to suit circumstances. The successful candidate will undertake designated portfolio responsibilities which may include operational leadership, professional leadership, education and staff development, research or other areas as delegated by the Manager.
- Work cooperatively and effectively as part of a Youth Alcohol and other Drug team, and with clients within the context of family and social attachments.
- Develop networks and partnerships with other community-based services to facilitate referral pathways and support services for families and carer's accessing Clarence Street.
- Participate in the development, implementation and evaluation of Alcohol and other Drugs intervention strategies. Where possible include families in the evaluation of service delivery.

- Utilises evidence-based practice to apply knowledge and skills that facilitate novel, complex, critical discipline specific or multidisciplinary clinical decisions with minimal practice supervision.
- Applies high level evidence and judgement in advising management on and leading service quality and service improvement activities.
- Utilises knowledge and skills in contributing to formal research and developing the knowledge base of the multidisciplinary team at Clarence Street.

Compliance and Risk

- Identifies, reports, responds to and rectifies workplace health and safety (WHS) concerns from within own reporting structure.

Qualifications

Qualifications - Psychology

Mandatory

- General Registration via the Australian Health Practitioner Regulation Agency (AHPRA)
- Psychology Board of Australia Area of Practice Endorsement in Clinical Psychology.
- Eligibility for accreditation or current Board approved Supervisor status with the Psychology Board of Australia.

Qualifications - Social Work

Mandatory

- A degree in Social Work that provides eligibility for membership to the Australian Association of Social Work (AASW). Tertiary qualifications for Social Work from overseas institutions require the applicant to include official notification from AASW that the qualification has been assessed as eligible for membership
- AASW Accredited Mental Health Social Worker &/or post graduate studies would be highly regarded


Qualifications - Occupational Therapy

Mandatory

- A degree in Occupational Therapy a be registered with Occupational Therapy Board of Australia via the Australian Health Practitioner Regulation Agency (AHPRA)
- Membership or eligibility for membership of Occupational Therapy Australia is desirable.
- Ability to demonstrate all units of competency as set out in the Australian Competencies for Occupational Therapists in Mental health (1999), whilst not mandatory, would be well regarded.

Other Requirements

- The Commission for Children and Young People and Child Guardian Act 2000 exempts registered health practitioners – including Medical Practitioners, Psychologists, Occupational Therapists, Enrolled & Registered Nurses – from a requirement for a 'Working with Children Check' (Blue Card) to be employed in this service. A current Blue Card is required for all other staff members.
- The successful candidate will be required to obtain a criminal history check.

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- This position requires the incumbent to operate an organisation vehicle and an appropriate licence to operate this vehicle is required Queensland C Class driver's licence.
 - Completion of First Aid Training (Emergency Care Course, St John's Ambulance is the minimum requirement)
 - This position will require you be part of an on-call roster providing after hours support for residential services.

Core Capabilities

Mater's Core Capabilities	Elements	Required proficiency for Role ¹				
		Foundation (Team Member)	Proficient (Team Leader)	Skilled (Manager)	Expert (Director)	Mastery (Executive)
Building high-performance interprofessional teams: Builds high performance interprofessional teams by developing talent and building trust	Vision and direction Implementation of strategy Interprofessional practice and education Team leadership Team development Identifying and nurturing talent Building trust			✓		
Accountability: Role models respectful accountability, effectively holds self and others to account through constructive feedback and dialogue	Holding to account Feedback and dialogue Drive for results			✓		
Learning Agility: Is comfortable with complexity and ambiguity, rapidly learns and applies new skills and is successful in first time challenging situations	Comfort with ambiguity Applies learning to achieve success in challenging first-time situations Critical thinking			✓		
Enacting behavioural change: Skilled at enacting sustainable behavioral change in people (through workflows, habits and clinical practice) to achieve improvements	Influencing perception Generating emotional responses (tempered by rational responses) Shaping behavioural decision making Mobilising and sustaining behaviour change			✓		

¹ Proficiency descriptors

- **Foundation:** demonstrates application of capabilities for performing core requirements of the role **and**
- **Proficient:** demonstrates application of capabilities to others in team **and**
- **Skilled:** developed capability in others in a proactive and structured manner **and**
- **Expert:** mobilises collective capability across teams **and**
- **Mastery:** is a role model within and outside the organisation and expertise as a leader in field is sought out