

Position Description

Title	Mental Health Clinician – Step Thru Care
Business Unit	Mental Health
Location	185 Baillie Street, Horsham
Employment type	Full time – Maximum Term to 30 June 2026
Reports to	Team Leader Mental Health

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice.

Our values: We are imaginative, respectful, compassionate and bold.

1. Position Purpose

STEPTHRU CARE – Mental Health and Alcohol and Other Drugs (AOD) model was designed to address co-occurring AOD and mental health support needs, in conjunction with independent AOD and mental health needs.

Step Thru Care encompasses four key services aligned with a stepped care approach:

1. Drug and Alcohol Services
2. Low Intensity Mental Health Services
3. Structured Psychological Therapies
4. High Intensity Mental Health Treatment and Care Coordination

The Mental Health Clinician endeavours to supply services that provide person centred bio-psycho-social treatments according to needs, in a family inclusive context. Care Coordination and support can be offered in adjuncts to the therapeutic interventions and AOD supports for those requiring higher levels of care under a stepped care approach.

All levels of care will be accessible via Telehealth, digital and face-to-face sessions that can be accessible in the Horsham Hub and outreach capacity across the Wimmera/Grampians.

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The Clinician will provide expert-based psycho-social clinical assessment and treatment to consumers seeking services under the Step Thru Care program, that are evidence based and/or best practise and that enhance the person's recovery from a chronic mental illness and/or dual diagnosis.

Consumers may transition by stepping up and down the levels of support as their needs increase/decrease, and if appropriate, have the option of remaining with the same Clinician.

A partnership has been established between Uniting and Grampians Community Health (GCH) to deliver StepThruCare services in the Grampians region. Uniting is the Lead Agency. This funding and partnership is currently in place until June 2026.

2. Scope

Budget: Nil

People: Nil

3. Relationships

Internal

- Senior Manager AOD, Mental Health & Disability
- Team Leader Mental Health
- Intake Team
- Mental health Clinicians and Mental health and AOD teams
- Students on Placement
- Other Uniting Staff and Volunteers
- Clinical Psychologist

External

- Uniting StepThruCare Consortium Partners (Grampians Community Health)
 - Area Mental Health and other Community Agencies.
 - ACSO
 - Local Psychologists/Counsellors/Psychiatrists/GP's and allied health professionals
 - NDIS/NDIA
 - Latrobe Community Health
 - Employment and Education providers
 - Support coordinators
 - CALD community groups
 - Orange Door
 - Goolum Goolum Co-operative
 - Budja Budja Aboriginal Co-operative
 - Western Vic Primary Health Network (PHN)
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4. Key Responsibility Areas

Service Delivery

- Deliver person-centered services for people who have AOD and/or mental health support needs by providing accessible and appropriate care to meet the diverse needs of consumers, natural supporters, and the community.
- Deliver AOD and mental health services across a stepped care framework, with low to high intensity services with an emphasis on supporting priority populations.

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- Deliver partnership approaches with a focus of service integration across sectors that promotes better care coordination.
- Support the development of a multidisciplinary collaborative care workforce to better support consumers with complex AOD and/or mental health support needs to improve health outcomes.
- Direct provision of treatments including (but not limited to):
 - Evidence based therapies (underpinned by cognitive, behavioural, trauma informed and social learning principals):
 - Behavioural and cognitive interventions
 - Emotional regulation and stress management interventions
 - Skills training
 - Psychoeducation
 - Family behavioural interventions
 - Motivational interviewing
 - Optimal medication management
 - Talking therapies
 - Peer worker support
 - Relapse prevention planning
 - General health and wellbeing management
 - Centre based or outreach services.
- Work collaboratively with a Consumer's GP and other professionals involved in the Consumer's care. Engaging in collaborative care planning and case conferences where applicable.
- Reporting of the minimum data set (MDS) and other required key outcome measures on the PHN portal in accordance with the operation guidelines.
- Maintain required KPIs
- Maintain statistics and records reflecting the expectations and required professional standards.
- Participate in clinical Peer supervision and regular supervision with line Manager.
- Actively participate in relevant training and education, aiming to attain the best health outcomes for Consumers, their families, and the community.
- Proactive participation in Uniting's Mental health Committees, focus groups and other sub-groups relevant to the continuous development of knowledge, skills and clinical processes that underpin the quality of clinical services provided.
- Positively utilise specialised knowledge and skill to continually influence productive and progressive attitudes towards the ongoing development of the mental health services provided in the StepThruCare program.
- Participate in gathering and providing feedback on the StepThruCare program.
- Participate in service improvement activities as part of a total and continual quality improvement process.

Personal Accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management

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- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
 - Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
 - Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on any ongoing work with another organisation
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5. Person Specification

Qualifications

- Tertiary Level Qualifications ie. Social Work, Psychologist, Counselling, Mental Health Nurse or Occupational Therapy.
- Highly desirable- Minimum of two years Counselling experience
- Highly desirable- Experience in counselling children and Youth
- Current full registration with one of the following professional bodies-
 - Australian Health Practitioner Regulation Authority (AHPRA)
 - Australian Association of Social Workers (AASW)
 - Psychotherapy And Counselling Federation of Australia (PACFA)
 - Australian Counselling Association (ACA)

Experience

- Sound knowledge and understanding of the underlying principles of Mental Health and/or AOD recovery support, gained through experience, education and/or training.
- Knowledge of the statutory requirements related to Community Mental Health and/or AOD services.
- Delivering clinical counselling services that improve the outcomes for consumers with a clinically diagnosed mental disorder through evidence-based treatment.
- Providing early intervention strategies and case management

Core Selection Criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- **Clinical Knowledge:**
 - Demonstrated knowledge and understanding of current evidence-based treatments and/or best practices in relation to AOD and mental health treatments and approaches.
 - Sound knowledge and understanding of Mental Illness and impact of this on people's mental health and wellbeing.
 - Sound knowledge and understanding of the Mental Health Recovery Model.
- **Interpersonal Skills and Requirements:**
 - Demonstrated effective communication and interpersonal skills; the ability to develop and maintain effective working relationships with consumers, families, significant others, colleagues, and other service providers such as health, education, welfare, housing and drug & alcohol.
 - Ability to work with a range of people from varying cultural groups such as Aboriginal, Torres Strait Islander, CALD, LGBTQI+, Youth and children.
 - A demonstrated commitment to teamwork and the ability to take appropriate individual and team responsibility.
 - Ability to convey warmth, openness, empathy, and concern for the welfare of all consumers.
 - Demonstrated commitment to professional development.
 - Ability to adapt to change.
 - Proven reporting, time management, professional case noting and administrative skills.

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- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
 - Demonstrate a commitment and willingness to participate in ongoing supervision appropriate to the position.
 - Current Victorian driver's license.
 - Registration with relevant Professional Body
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6. We are a child safe organisation.

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

7. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

Signature:

Date: