**JOB DESCRIPTION**

Consultant Psychologist

# **ABOUT UNITING**

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

**Our values:** As an organisation we are **Imaginative, Respectful, Compassionate** and **Bold**.

At Uniting NSW.ACT is responsible for the social justice, community services and chaplaincy work of the Uniting Church in NSW and the ACT.

We provide care and support for people through all ages and stages of life, with a focus on people experiencing disadvantage and vulnerability. Our purpose is to inspire people, enliven communities and confront injustice.

We value diversity and always welcome everyone exactly as they are. We are **one of Australia’s largest and most trusted Service Providers** for **Children, Youth and Family programs** which is made up of a team of **diverse, purpose-led people** who really are making a difference to the world around them.

# **ABOUT THE ROLE**

**Role Purpose**

​This role is responsible for providing clinical leadership, training, and supervision of psychologists in addition to providing evidenced based therapeutic intervention. The Consultant Psychologist will work collaboratively with a range of Mental Health Clinicians across the service to promote comprehensive evidence-based psychological care. The Consultant Psychologist may be required to contribute to clinical review and quality assurance processes as well as facilitating relevant research activities.

# ROLE KEY ACCOUNTABILITIES

You will be an integral member of the team through the following:

* Maintain a high standard of conduct and work performance based on Uniting’s values to promote our reputation with key internal and external stakeholders.
* Ensure integration and collaboration across Uniting programs to deliver seamless and impactful end to end services with the customer at the centre.
* Actively engage and participate in the performance management framework and review processes at Uniting.
* Act in a manner which upholds and positively reflects the Uniting Code of Conduct and Ethical Behaviour.
* Contribute to a culture of openness, feedback and productivity.
* Model, communicate and act in ways that are consistent with our values of Bold, Respectful, Imaginative and Compassionate.
* Take care of the safety of yourself and others at all times and undertake work in a safe manner in accordance with policies, procedures and instructions (written or verbal) and in adherence to WHS policies and procedures.
* Actively contributes to a safe and supportive working environment that is inclusive of all staff through celebrating their nationality, cultural background, LGBTI status, abilities, gender and age.

As a Consultant Psychologist, your role specifically will:

* Provide supervision and guidance in regard to the delivery of therapeutic interventions in the program.
* Ensure appropriate psychological interventions are incorporated into treatment planning, provide consultation, and contribute when there is a need for direct work with the consultant psychologist, particularly for complex cases.
* Contribute to the development of a formulation and treatment plan for individuals referred to the service within the clinical review process.
* Deliver evidence-based interventions to individuals accessing the service.
* To be innovative in clinical service provision and to contribute to current evidence based practice, including data collection and outcome measurements.
* Ensure appropriate record keeping for clinical, administrative, research and evaluation.
* Contribute to data collection and utilise outcome measures in clinical practice, and to demonstrate outcomes.
* Provide clinical supervision to clinicians regarding the administration of therapeutic interventions, relevant to clients in the program.
* Facilitate training opportunities in therapeutic skills, and best practice.
* Complete needs-based assessments for the training needs for the program.
* Actively contribute to creating a team culture and performance that is based on hope, optimism.
* Participate in clinical consultation and leadership, and clinical decision making.

# ABOUT YOU IN THE ROLE

As a staff member of Uniting, you will celebrate diversity and welcome all people regardless of lifestyle choices, ethnicity, faith, sexual orientation or gender identity.

**Your directorate:**  Communities

**You’ll report to:** Operations Manager

# YOUR KEY CAPABILITIES

**Individual leadership**

* **Improving performance -** Works with others and offers suggestions to find ways of doing the job more effectively.
* **Owning the job -** Takes ownership for all responsibilities and honours commitments within their own role and strives to achieve goals with a "can-do" attitude to levels of excellence.
* **Perseverance** - Remains committed to completing the job in the face of obstacles and barriers.
* **Timeliness of work -** Sets achievable timeframes and works to complete projects, tasks and duties on time.

**Business Acumen**

* **Organisational Operation -** Displays awareness of Uniting’s business objectives and understands how personal objectives relate to those objectives.
* **Organisational Objectives -** Has broad awareness of Uniting’s vision and values and how they apply to issues in the team.
* **Develops and Grows the Business –** Understands team and organisational goals and works collaboratively with Team Members to achieve organisational goals**.**
* **Makes Sound Decisions –** Analyses problems, seeks input from relevant people and then takes appropriate action to implement the most effective solution in a timely manner.

# QUALIFICATIONS & EXPERIENCE

**Qualifications:**

* Registration as a psychologist with the Australian Health Practitioner Regulation Agency (AHPRA), or equivalent.
* Current Australian Driver’s Licence.

**Experience:**

Typically, this role will require five (5) or more years’ experience in your field of expertise. You will have excellent written and verbal communication skills, be organised, systematic, thorough, accurate and disciplined. You will be expected to provide innovative ideas to solve problems in your discipline. It is expected that you will possess good skills at navigating a complex organisation, forging relationships, and managing through influence rather than direct authority as required.

In addition to the above, you’ll have:

* Extensive clinical experience within the mental health field in acute and community settings, ideally with young people and their families who experience psychosis.
* Demonstrated clinical and leadership expertise consistent with a role in a comprehensive Mental Health Service.
* Demonstrated high level of knowledge and experience in all aspects of Psychology.
* Substantial knowledge of the evidence base for the biopsychosocial treatments of first episode psychosis.
* Specific knowledge and understanding of the developmental stages of young people and the impact that a first episode of psychosis has on development.
* Demonstrated ability to engage with young people, their families and/or significant others.
* Highly developed and demonstrable consultation and negotiation skills including the ability to work effectively with multidisciplinary teams, internal and external agencies and stakeholders.
* Demonstrated achievement in education and training of staff, students and other junior staff.
* Demonstrated knowledge of current relevant State and Commonwealth Government policies and agendas in youth mental health care delivery and in the broader community context.
* Ability to maintain the philosophy, guidelines, standards and policies of the EPPIC model within a headspace platform and to promote the early intervention and recovery of young people with a first episode of psychosis.
* Demonstrated commitment to clinical supervision, education, training and ongoing professional development and to contribute to clinical staff learning.
* Ability to use relevant Information Technology and electronic recording systems and data management tools to maintain documentation of clinical care as required.

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| **Employee Name:** | Insert employee name | **Manager’s Name:**  **Title** | Insert manager’s name  Insert manager’s title |
| **Date:** | Insert date | **Date:** | Insert date |
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