

## Community Mental Health Practitioner - Lead Practitioner - Alcohol and Drug

**Our vision:** *People and communities have strong mental health and wellbeing.*

**Our purpose:** *Partnering with clients and carers to deliver mental health and wellbeing services that enhance quality of life.*

**Our values:** *Hope, Creativity and innovation, Client focus, Making a difference, Integrity.*

### Position Information

<p><b>Purpose</b></p>	<p>The Community Mental Health Practitioner - Lead Practitioner - Alcohol and Drug will mediate, advocate and work collaboratively with the team to enable the best outcomes for clients, families and carers. The Lead Practitioner provides practice leadership and direction to Mind staff in the delivery of the psychosocial rehabilitation, recovery programs and services, and ensures staff are supported in their work.</p> <p>The Community Mental Health Practitioner - Lead Practitioner - Alcohol and Drug will provide services to clients, families and carers in line with Mind's Model of Recovery Oriented Practice and organisational values for people with a psychosocial disability as well as work closely with clinical partners and external alcohol and other drug (AOD) services to ensure an integrated and individualised service response. This specialist role will provide complete mental health and AOD support to clients through intake, case management and group work delivery.</p>
<p><b>Position reports to</b></p>	<p>Service Manager</p>
<p><b>Mind classification level</b></p>	<p>SCHADS Level 5</p>
<p><b>Stream</b></p>	<p>Victoria Operations</p>
<p><b>About the service</b></p>	<p>The Sub-Acute short stay 'step up, step down' Prevention and Recovery Care (PARC) service is delivered in partnership with Mind, Victorian hospital networks and the health service supporting clients with psychosocial disability transition from an acute hospital setting or to prevent hospital admissions by providing extra support to those entering directly from the community. PARC clients can access Mind staff 24 hours a day whilst being supported to achieve their recovery goals, enhance relationships with families and carers, develop social and community connections, build confidence and increase capacity to live safely in the community. The service provides personalised one-to-one support, shared</p>



	<p>supports, workshops and group work based on client’s strengths and goals as identified in their individual recovery plan. The 3 different PARC models are: Youth (16-25 years), Adult (25-65 years) and Extended Adult (25-65 years but a longer stay of up to 6 months).</p> <p>The Youth Prevention and Recovery Care (APARC) service is a ten bed residential program providing short term, intensive treatment to clients aged between 16-25 years living with mental ill health. The service works within a recovery focused, clinical treatment framework in line with Mind’s Model of Recovery Oriented Practice and organisational values.</p>
<p><b>Position description effective date</b></p>	<p>June 2022</p>
<p><b>Responsibilities</b></p>	
<p><b>Provide direct support to individual clients</b></p>	<ul style="list-style-type: none"> <li>• Work with clients to return to a place of residence and a meaningful life supporting them through a staged approach to recovery: <ul style="list-style-type: none"> <li>- Welcoming and engagement.</li> <li>- Strengths identification and individual recovery plan development.</li> <li>- Skill and capacity development.</li> <li>- Engagement and maintenance of natural supports.</li> <li>- Service exit and on-going self-management support.</li> </ul> </li> <li>• Support clients with actioning their recovery plan in a range of areas including: <ul style="list-style-type: none"> <li>- Understanding and managing client’s own mental health.</li> <li>- Developing daily living skills and capacity for self-care.</li> <li>- Crisis and incident management.</li> <li>- Addressing stigma and managing issues arising from trauma.</li> <li>- Managing physical health.</li> <li>- Support the management of drug and alcohol issues.</li> <li>- Support to maintain or create meaningful activity through participating in community life including education and employment and utilising public transport.</li> </ul> </li> <li>• Purposefully engage with clients using techniques including: <ul style="list-style-type: none"> <li>- Brief intervention.</li> <li>- Motivational interviewing and coaching.</li> <li>- Family inclusive practice.</li> <li>- Trauma informed practice.</li> <li>- Conflict resolution.</li> <li>- Behaviour support for dual diagnosis.</li> </ul> </li> <li>• Provide direct specialised services beyond those of the Community Mental Health Practitioner.</li> </ul>



<p><b>Provide psychosocial practice leadership</b></p>	<ul style="list-style-type: none"> <li>• Aid in the development and implementation of the therapeutic group program and activities of the daily living program.</li> <li>• Work in partnership with the Team Leader and Service Manager and contribute to service planning and review.</li> <li>• Ensure cohesiveness in the design and delivery of services with the aim of optimising resources and improving service delivery.</li> <li>• Support coordination of clinical appointments and reviews within the planned program.</li> <li>• Actively contribute and foster the establishment and maintenance of constructive relationships within the team.</li> <li>• Provide training and upskilling to Community Mental Health Practitioners through the creation and facilitation of professional development workshops.</li> <li>• Co-facilitate new staff induction sessions.</li> <li>• Coach and mentor Community Mental Health Practitioners to provide quality support to clients with a dual diagnosis.</li> <li>• Provide leadership regarding practice development and dual diagnosis.</li> <li>• Create, facilitate, evaluate and review professional development training sessions which reflect the needs of the teams at a local level.</li> <li>• Facilitate reflective practice with teams as required.</li> <li>• Identify opportunities and implement strategies to continually enhance a learning culture within teams.</li> <li>• Contribute to a high performance team through engaging with staff, following direction and performance expectations.</li> <li>• Provide appropriate feedback and supervision to Mind employees.</li> <li>• Provide support to the Service Manager, Team Leader and team as required.</li> </ul>
<p><b>Undertake group work</b></p>	<ul style="list-style-type: none"> <li>• Plan and develop group work programs that will assist clients to build their skills, focus on their recovery and work towards transitioning back to their community.</li> <li>• Deliver group work programs as the lead/co-facilitator based on peer values and principles.</li> <li>• Engage and support clients to co-produce and co-facilitate groups/events.</li> <li>• Evaluate and review group work programs.</li> </ul>
<p><b>Provide support to families and carers</b></p>	<ul style="list-style-type: none"> <li>• Support family, existing support networks and significant others to assist client through treatment using family inclusive interventions.</li> <li>• Involve carers, family and friends as identified by the client in work to support their recovery.</li> <li>• Support family and carer roles through understanding their concerns and the provision of information, education and referrals.</li> </ul>



	<ul style="list-style-type: none"> <li>• Facilitate, as appropriate, the re-engagement and maintenance of family and carer relationships.</li> <li>• Work with families and carers at the time of transition back to community.</li> </ul>
<b>Work with local service providers</b>	<ul style="list-style-type: none"> <li>• Engage with clients to fully understand their need for assistance from local service providers with clinical mental health, physical health, education and employment, eligible entitlements and benefits, housing, transport, recreation and social connections.</li> <li>• Make linkages and build relationships and referral pathways to maintain or create a range of local supports for clients that facilitate them living the life of their choosing in their own community.</li> <li>• Facilitate community appointments designed to support discharge planning wherever possible.</li> <li>• Support the maintenance and development of community and formal connections.</li> </ul>
<b>Work with clinical partners</b>	<ul style="list-style-type: none"> <li>• Work within a multidisciplinary team: <ul style="list-style-type: none"> <li>- Supporting recovery-oriented practice.</li> <li>- Supporting clinical interventions.</li> <li>- Actively participating in team, case and handover meetings.</li> <li>- Enhancing collaboration between team members.</li> <li>- Participate in joint referral assessment with clinical staff.</li> </ul> </li> </ul>
<b>Team work</b>	<ul style="list-style-type: none"> <li>• Ensure the team have a shared understanding of the client's individual recovery plan.</li> <li>• Coach and mentor team in area of specialty.</li> <li>• Work collaboratively with the team as to ensure a co-ordinated and integrated response to the client's recovery goals.</li> </ul>
<b>Stakeholder management</b>	<ul style="list-style-type: none"> <li>• Maintain stakeholder relationships with referral sources and coordinate services within agency and with other community providers.</li> <li>• Liaise with other professionals and external agencies including attending case conferences, reviews and meetings as appropriate and to provide written reports as required.</li> </ul>
<b>Other duties</b>	<ul style="list-style-type: none"> <li>• Document all activities using Mind's ICT system and processes.</li> <li>• Actively participate, contributing to the team and wider organisational initiatives.</li> <li>• Take personal responsibility for the quality and safety of work undertaken.</li> <li>• Contribute to service delivery improvements.</li> <li>• Other duties as directed.</li> </ul>



<b>Professional development</b>	<ul style="list-style-type: none"> <li>• Undertake relevant training and professional development, including regular supervision, appropriate to the primary work of the service and Mind.</li> <li>• Participate in reflective practice.</li> </ul>
<b>Accountability</b>	<ul style="list-style-type: none"> <li>• Conduct yourself in accordance with the Mind Code of Conduct and Mind policies and procedures which may change from time to time.</li> <li>• Proactively support Mind’s vision of supporting people facing mental health challenges to live well and be socially included, in accordance with the Mind values.</li> </ul>
<b>Workplace health, safety and wellbeing</b>	<ul style="list-style-type: none"> <li>• Contribute actively to the maintenance of a safe workplace.</li> <li>• Ensure all safety issues are reported and addressed as they arise.</li> </ul>
<b>Lived experience</b>	<ul style="list-style-type: none"> <li>• Contribute to a workplace that values lived experience and the inclusion of consumers, carers and families in the work we do.</li> </ul>
<b>Cultural safety</b>	<ul style="list-style-type: none"> <li>• Contribute to a culturally safe workforce and service environment for staff, consumers, carers and volunteers from all cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds.</li> </ul>



Position Requirements	
<b>Qualifications required</b>	<ul style="list-style-type: none"> <li>• Tertiary qualifications (minimum Certificate IV) in Mental Health, Peer Work, Psychology, Social Work, Occupational Therapy or other health related field as designated by Mind.</li> <li>• Tertiary qualifications (minimum Certificate IV) in Alcohol and Other Drugs (AOD) or other related field and/or willingness to obtain relevant qualifications.</li> </ul>
<b>Knowledge, skills and experience required</b>	<ul style="list-style-type: none"> <li>• Proven experience in Community Services, Mental Health, Disability, Social Welfare, Housing or Healthcare or Government sectors is required.</li> <li>• Experience and expertise in working directly with people with mental health issues, AOD issues, complex needs and with their families and carers.</li> <li>• Awareness and understanding of the NDIS is desirable.</li> <li>• Demonstrated understanding of available community services, networks and supports.</li> <li>• Experience providing person-centred active supports.</li> <li>• Experience in assessing need and working collaboratively to plan goal focused recovery using evidence informed approaches and tools.</li> <li>• Demonstrated knowledge and experience in the application of theoretical approaches, practices and appropriate service responses including family inclusive practice, trauma informed theory, cognitive behavioral therapy, motivational interviewing and harm reduction therapy.</li> <li>• Ability to co-design, co-produce and co-facilitate groups and education support.</li> <li>• An understanding of service development and design.</li> <li>• Demonstrated ability to plan and prioritise to meet customer service delivery requirements.</li> <li>• Excellent customer service skills.</li> <li>• Proven capability to coach, mentor and develop a team to achieve best quality service outcomes including experience in the provision of professional supervision.</li> <li>• A track record in successful relationship development, management and strategic partnerships.</li> <li>• Excellent interpersonal and communication skills with the ability to consult and influence peers, stakeholders and government agencies with diplomacy to achieve effective outcomes.</li> <li>• Skills and experience in advocacy, collaboration, facilitation, evaluation and problem solving.</li> </ul>

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You can also watch our Great Minds series of videos by visiting [www.youtube.com/mindaustralia](http://www.youtube.com/mindaustralia)

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	<ul style="list-style-type: none"> <li>• High level organisational skills with demonstrated ability to prioritise, manage multiple complex tasks concurrently, work under pressure and meet deadlines.</li> <li>• Ability to work both autonomously and collaboratively showing initiative and flexibility.</li> <li>• Demonstrated experience in client notes, reporting and working with a variety of electronic systems.</li> <li>• A lived experience of mental ill health and recovery or experience caring for a person with mental ill health is desirable.</li> </ul>
<p><b>Other</b></p>	<ul style="list-style-type: none"> <li>• Right to work in Australia.</li> <li>• Current valid driver's licence.</li> <li>• Current NDIS Worker Screening Check Clearance.</li> <li>• Working with Children Check or equivalent (Blue Card - QLD).</li> <li>• Able to obtain and provide evidence of vaccinations against COVID-19.</li> <li>• Able to obtain CPR and First Aid certifications.</li> </ul>

