

## Mission Australia

About us:	<p>Mission Australia is a non-denominational Christian organisation that has been helping people re gain their independence for over 155 years.</p> <p>We've learnt the paths to getting back independence are different for everyone. This informs how we help people, through early learning and youth services, family support and homelessness initiatives, employment and skills development, and affordable housing. Our nationwide team delivers different approaches, alongside our partners and everyday Australians who provide generous support.</p> <p>Together we stand with Australians in need, until they can stand for themselves.</p>
Purpose:	<p>Inspired by Jesus Christ, Mission Australia exists to meet human need and to spread the knowledge of the love of God.</p> <p><i>"Dear children, let us not love with words or speech but with actions and in truth." (1 John 3:18)</i></p>
Values:	Compassion Integrity Respect Perseverance Celebration
Goal:	To reduce homelessness and strengthen communities.

## Position Details:

Position Title:	Psychologist
Division:	Service Delivery
Reports to:	Program Manager
Position Purpose:	Delivers evidence based individual, group and family psychological counselling interventions to young people with comorbid mental ill health and AOD substance. Provides specialist advice, information, and support to colleagues.

## Position Requirements (What are the key activities for the role?)

Key Result Area 1	Client Support
Key tasks	Position holder is successful when
<ol style="list-style-type: none"> <li>1. Provide comprehensive assessment of young people referred to services.</li> <li>2. Facilitate individualized, intensive counselling to young people and their family.</li> <li>3. Develop and support an environment conducive to effective counseling and client support.</li> <li>4. All young people have a psychological treatment plans completed.</li> <li>5. Develop caring, supportive and professional relationships with young people.</li> <li>6. Liaise with visiting specialists and clinicians.</li> </ol>	<ol style="list-style-type: none"> <li>1. New referrals are expeditiously assessed using clinical assessment tools, recommendations discussed.</li> <li>2. Appropriate interventions are held with young persons and families, which result in improvement in their situation. Positive feedback is received.</li> <li>3. Counselling is provided from a well-researched evidence base for example, Cognitive Behavioural Therapy and Dialectical Behavioural Therapy.</li> <li>4. All young people have a treatment plan completed focusing on family connection, peer connection, social connection, mental health and drug and alcohol.</li> </ol>

7. Responding to mental health emergencies as required.	5. Professional and supportive relationships are forged with young people and their carers. 6. Handover is thorough, partners are well informed. 7. Mental health emergencies are responded to in a timely manner.
<b>Key Result Area 2</b>	<b>Program Support</b>
<b>Key tasks</b>	<b>Position holder is successful when</b>
<ol style="list-style-type: none"> <li>1. Support the Residential Program Coordinator in a range of areas to support the effective running of the service.</li> <li>2. Work collaboratively with co-workers to provide seamless service to young people</li> <li>3. Engage in service evaluations and reviews to ensure continuous quality improvement and promotion of best practice.</li> <li>4. Plan and deliver a variety of group based relevant education programs.</li> <li>5. Develop quality relationships with a range of key stakeholders including community organisations, Aboriginal health agencies, rehabilitation providers and other health professionals to allow for the effective provision of support and information to young people.</li> </ol>	<ol style="list-style-type: none"> <li>1. Assistance is provided to the team for the effective running of Junaa Buwa!</li> <li>2. Case Plans and Treatment Plans are completed and complementary of each other.</li> <li>3. Input is made to service development planning and implementation. Practice evaluation is embedded into service delivery</li> <li>4. Group programs are well structured, researched and executed.</li> <li>5. Influential relationships are created with external bodies including Juvenile Justice, hospital mental health and headspace for the development of the service and advancement of needs of our young people.</li> </ol>
<b>Key Result Area 3</b>	<b>Specialist Advice</b>
<b>Key tasks</b>	<b>Position holder is successful when</b>
<ol style="list-style-type: none"> <li>1. Provide specialist advice and guidance to staff to support young people through their service journey.</li> <li>2. Provide education and mentoring to colleagues.</li> <li>3. Advocate for young people to access appropriate services.</li> </ol>	<ol style="list-style-type: none"> <li>1. Stakeholders understand how they can best support the young people we work with.</li> <li>2. Staff are better able to provide high quality, consistent support to young people in the service.</li> <li>3. Young people requiring external interventions successfully engage and receive care.</li> </ol>
<b>Key Result Area 4</b>	<b>Compliance</b>
<b>Key tasks</b>	<b>Position holder is successful when</b>
<ol style="list-style-type: none"> <li>1. Adhere to all relevant internal and external policy and procedures, statutory and contractual requirements including client confidentiality, duty of care and OHS.</li> <li>2. Maintain up to date, non-judgmental and complete client files, case notes and reports.</li> <li>3. Participate in all required professional assessment and development programs to ensure required professional standing is upheld.</li> <li>4. Ensure interventions are evidenced based.</li> <li>5. Ensure the program is in line with accreditation standards.</li> <li>6. Participate in peer supervision for feedback and support.</li> </ol>	<ol style="list-style-type: none"> <li>1. All relevant internal and external policy is adhered to at all times.</li> <li>2. Case notes and client files are up to date and complete at all times, with successful audits in all cases.</li> <li>3. Professional standing is upheld and all relevant development activities are completed.</li> <li>4. All intervention frameworks are evidenced based</li> <li>5. Accreditation standards are met through the ACHS.</li> <li>6. Participating in regular peer supervision with positive outcomes for young people and staff.</li> </ol>

Key Result Area 5	Administration
Key tasks	Position holder is successful when
<ol style="list-style-type: none"> <li>1. Provide accurate and timely reports to management on activities and client progress as required.</li> <li>2. Maintain relevant statistics to provide an overview of client activity within the service.</li> <li>3. Contribute to team development activities, performance initiatives and service development activities as required.</li> <li>4. Complete a range of administration tasks required for effective case management and the efficient running of the service.</li> <li>5. Assist with the planning of activity schedules.</li> <li>6. Undertake any associated duties as requested by the Program Manager.</li> </ol>	<ol style="list-style-type: none"> <li>1. Reports are produced accurately and on time in all cases.</li> <li>2. Statistics are maintained accurately and reviewed as necessary.</li> <li>3. Input is made to all required development and performance initiatives.</li> <li>4. Administration tasks are completed thoroughly, correctly and on time with successful audits in all cases.</li> <li>5. Participation in activity schedule meetings.</li> </ol>

## Work Health and Safety

Everyone is responsible for safety and must maintain:

- A safe working environment for themselves and others in the workplace
- Ensure required workplace health and safety actions are completed as required
- Participate in learning and development programs about workplace health and safety
- Follow procedures to assist Mission Australia in reducing illness and injury including early reporting of incidents/illness and injuries

## Purpose and Values

- Actively support Mission Australia's purpose and values;
- Positively and constructively represent our organisation to external contacts at all opportunities;
- Behave in a way that contributes to a workplace that is free of discrimination, harassment and bullying behaviour at all times;
- Operate in line with Mission Australia policies and practices (EG: financial, HR, etc.);
- To help ensure the health, safety and welfare of self and others working in the business;
- Follow reasonable directions given by the company in relation to Work Health and Safety.
- Follow procedures to assist Mission Australia in reducing illness and injury including early reporting of incidents/illness and injuries
- Promote and work within Mission Australia's client service delivery principles, ethics, policies and practice standards
- Actively support Mission Australia's Reconciliation Action Plan.

## Recruitment information

**Qualification, knowledge, skills and experience required to do the role**

Relevant Tertiary Qualifications in Psychology and eligibility for registration (or provisional) with AHPRA

Demonstrated experience in working in a clinical setting

Demonstrated experience in providing therapeutic interventions

Experience in the provision of individual and group counseling

Demonstrated experience in delivering Quality Improvement Activities

Experience in providing training and mentoring to other staff members

Demonstrated excellent interpersonal and communication skills;

Understanding of interventions to support young people with complex mental ill health;

Ability to coordinate, facilitate and participate in group and one-on-one counselling sessions and activities;

Strong personal initiative and excellent team skills;

Understanding of duty of care;

Positively and constructively represent our organisation to external contacts at all opportunities;

Operate in line with Mission Australia policies and practices (EG: WHS, financial, HR, etc);

Actively support Mission Australia's purpose and values;

Help ensure the health, safety and welfare of self and others working in the business;

Excellent computer software skills, specifically MS Office;

NSW Drivers License;

Current Working With Children Check (WWCC).

### Key challenges of the role

The ability to provide a tailored response to young people from varied backgrounds and levels of disadvantage including young people with challenging comorbidities in a residential setting.

Provision of assessment, triage and therapeutic interventions and advice to young people in the community with mental ill health.

In addition supporting colleagues to meet the needs of young people and produce effective and long term solutions to our unique client cohort.

### Compliance checks required

Working with Children

☐

National Police Check

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Vulnerable People Check

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Drivers Licence

☐

Other (prescribe)

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### Approval



Manager name	Approval date
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