

## Allied Health Clinician - Psychologist

**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

<b>Purpose</b>	The Allied Health Clinician - Psychologist will provide high quality clinical assessments, flexible therapeutic interventions, diagnosis, expert consultation and specialist services to clients with severe and complex mental ill health and dual diagnosis. This role will utilise expertise in delivering meaningful evidence based, time limited psychological therapies adjusted to be responsive to the needs of clients.
<b>Position reports to</b>	Team Leader
<b>Mind classification level</b>	SCHADS 8
<b>Stream</b>	Victorian Operations
<b>About the service</b>	<p>Mind Australia is one of the country's leading community-managed specialist mental health service providers with a range of residential, mobile outreach, centre based and online services. The organisation has been supporting people living with the day-to-day impacts of mental illness, as well as their families, friends and carers for over 40 years. Mind provides practical and motivational support that helps people to develop the skills they need to move on, thrive and improve the quality of their lives. It's an approach to mental health and wellbeing that looks at the whole person in the context of their daily life. Mind is committed to diversity and social inclusion.</p> <p>This role will function within a Regional Care Partnership, known as Step Thru care, which is a partnership arrangement with 4 other agencies - WRAD Health, Brophy Family and Youth Inc, Portland District Health and Gen U. Mind Australia is the lead agency in this partnership. Step Thru care is funded through the Western Victoria Primary health network (WVPHN).</p>
<b>Position description effective date</b>	August 2024

Mind values the experience and contribution of people from all cultures, genders, sexualities, bodies, abilities, ages, spiritualities and backgrounds. We encourage applications from Aboriginal and Torres Strait Islander peoples, people with a lived experience of mental ill-health and recovery, people living with disability, those who identify as LGBTIQ and applicants from culturally and linguistically diverse backgrounds.



Responsibilities	
<p><b>Deliver high quality clinical support to individual clients</b></p>	<ul style="list-style-type: none"> <li>• Provide comprehensive and flexible therapeutic support service to clients, families and carers including an advanced level of assessment, diagnosis, short to moderate intensity interventions, brief intervention and treatment planning in accordance with professional, ethical and National Standards utilising significant clinical experience.</li> <li>• Provide high level mental health assessments that can be used to meet the unique and individual needs of the client.</li> <li>• Provide short-term intervention methods of demonstrated effectiveness that are person-centred and evidence-based.</li> <li>• Provide clients with care coordination and advocacy to meet their specific needs.</li> <li>• Use adaptive language pertinent to the cohort such as “mental wellbeing” rather than “depression” or “mental illness”.</li> <li>• Apply advanced level of professional judgement within the role, adapting routine clinical practice based on valid and reliable evidence for clients with complex care needs.</li> <li>• Responsible for individual professional practice, demonstrate the highest degree of autonomy, self-motivation and professional judgment.</li> <li>• Maintain the highest standard of professional conduct and commitment to work collaboratively as a member of multidisciplinary team to provide integration and coordination between different sites or programs to facilitate the delivery of an efficient and responsive service to clients, families and carers.</li> <li>• Commitment to participate in peer group and Step Thru Care partnership meetings, when required.</li> <li>• Maintain and ensure clinical supervision from an accredited supervisor.</li> <li>• Operate within the scope of the role, professional standards and Mind policies and procedures (as amended from time to time).</li> <li>• Ensure AHPRA registration is maintained including appropriate documentation and record of CPD. In any instance of changes to AHPRA registration immediate notice must be provided to Mind.</li> </ul>
<p><b>High intensity mental health treatment and care coordination</b></p>	<ul style="list-style-type: none"> <li>• Work closely with a person’s primary care provider and other key stakeholders/ agencies to coordinate the care a client is receiving from multiple providers inclusive of the structured psychological interventions being provided by Mind.</li> <li>• Support clients to achieve their individual plan goals, foster independence and strengthen their ability to live a better life.</li> </ul>



	<ul style="list-style-type: none"> <li>• Contribute to the establishment and attainment of client goals through evidence based intervention including recommendation and onward referrals as appropriate.</li> </ul>
<b>Independent practitioner</b>	<ul style="list-style-type: none"> <li>• Work independently in practice but work collaboratively across a partnership model to ensure the client is provided an integrated and comprehensive service response.</li> <li>• Supporting the services and supports of other partners and providing expert mental health related advice and guidance, including to those providing specific alcohol and drug interventions and supports.</li> <li>• Operate as part of a team and maybe coordinating care or undertaking joint work with other staff of the partnership where that will benefit the client.</li> </ul>
<b>Provide support to families and carers</b>	<ul style="list-style-type: none"> <li>• Support family and carer roles through understanding their concerns and the provision of information, education and referrals.</li> <li>• Engage families and carers in the consultations and services where consent is given by the client.</li> <li>• Provide counselling and assessment services to a wide range of clients including children, families and those referred for suicide prevention intervention.</li> </ul>
<b>Work with local service providers</b>	<ul style="list-style-type: none"> <li>• Engage with clients support linkages, networks and partnerships with primary, community and state-based physical and mental health care services within a stepped care model to enable holistic, integrated mental health care treatment and management for clients.</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>• Collaborate with others in the client's life including family, carers, mainstream support and other service providers chosen by the client to deliver elements of their plans.</li> </ul>
<b>Partnerships</b>	<ul style="list-style-type: none"> <li>• Work with the Step thru Partnership as a multidisciplinary and partnership team for:             <ul style="list-style-type: none"> <li>- Supporting recovery-oriented practice.</li> <li>- Providing mental health advice and guidance</li> <li>- Undertaking joint work where appropriate.</li> <li>- Supporting clinical interventions.</li> <li>- Actively participating in team, case and handover meetings.</li> <li>- Enhancing collaboration between team members.</li> </ul> </li> </ul>
<b>Risk management</b>	<ul style="list-style-type: none"> <li>• Ensure that risks are identified and managed according to Code of Ethics, National Standards and Mind's policy, procedures and processes.</li> </ul>



	<ul style="list-style-type: none"> <li>• Ensure complaints and incidents are managed in a timely manner and escalated to Practice Lead, Manager or appropriate governing body as required.</li> <li>• Ensure that Work, Health and Safety processes are embedded in practice.</li> </ul>
<p><b>Capacity building</b></p>	<ul style="list-style-type: none"> <li>• Build capacity of the team, support staff, clients, family and carers, local practitioners and service providers and contribute to appropriate training and education where possible.</li> <li>• Provide clinical advice and consultation to a variety of internal and external stakeholders.</li> </ul>
<p><b>Service development</b></p>	<ul style="list-style-type: none"> <li>• Ensure all performance targets as set by Mind are met and utilise performance reports to provide advice to the Team Leader and General Manager on the achievement of KPIs to enable effective planning and service reviews.</li> <li>• Participate in performance appraisals, feedback and ongoing professional development.</li> <li>• Support other team members to ensure they manage services in accordance with Mind’s values, models and performance targets and parameters.</li> <li>• Assist Mind and the General and Team Leader to support the development of all staff working in the area or site.</li> <li>• Contribute to ensure productivity and the performance targets of the team are met and achieving agreed sessional / service delivery targets of the service.</li> <li>• Ensure all data reporting, Outcome measurements and other relevant activity related KPI’s are met.</li> </ul>
<p><b>Stakeholder management</b></p>	<ul style="list-style-type: none"> <li>• Establish strong, and active, working relationships with primary care and ensuring a coordinated and collaborative care plan is established, communicated and delivered.</li> <li>• Work collaboratively with the Step Thru care partnership agencies /team and other relevant stakeholders to promote and facilitate client access to primary mental health care services including the provision of support to assist staff to recognise and respond to mental health conditions and provide effective clinical management.</li> <li>• Work collaboratively with the Mind staff and Partnership agency staff / team to complement existing services including health and wellness programs and mental health literacy strategies and campaigns for clients, families and carers.</li> <li>• Engage in productive working relationships that add value to service delivery.</li> </ul>



	<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>• Attend internal and external meetings, case conferences, reviews, networks and working groups as appropriate in line with Mind’s delegation schedule and with the support of management.</li> <li>• Understand the impact of external influences for the service, team and Mind.</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>• 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 degree qualifications in Psychology or other health related field as designated by Mind.</li> <li>• Able to obtain registration with Australian Health Practitioner Regulation Agency (AHPRA) or equivalent accreditation and/or able to hold Mental Health Accreditation.</li> </ul>
<b>Knowledge, skills and experience required</b>	<ul style="list-style-type: none"> <li>• Previous significant experience in similar clinical role.</li> <li>• Proven experience in Community Services, Mental Health, Social Welfare, Housing, Healthcare or Disability 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 comprehensive understanding of available community services, networks and supports.</li> <li>• Have already established arrangements and access for regular clinical supervision</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 clinical experience in flexible therapeutic support services including assessment, diagnosis, brief intervention, treatment planning and evaluation, education and research in accordance with professional, ethical and National Standards utilising clinical experience.</li> <li>• Demonstrated knowledge and experience in the application of theoretical approaches, practices and appropriate service responses including reminiscence therapies, validation therapy and adjusted cognitive behaviour therapy.</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>• A track record in successful relationship development, stakeholder management and strategic partnerships.</li> <li>• Excellent interpersonal and communication skills with the ability to consult, negotiate 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> <li>• High level organisational skills with demonstrated ability to prioritise, manage multiple complex tasks concurrently, work under pressure and meet deadlines.</li> </ul>

To learn more about Mind visit [mindaustralia.org.au](http://mindaustralia.org.au)



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>• 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 travel to various locations as required and agreed.</li> </ul>

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