

Position Description

POSITION TITLE	Clinical Psychologist (Board Approved Supervisor)	
DIRECTORATE/SERVICE/PROGRAM	Client Services headspace	
REPORTS TO	Headspace Coordinator	
DIRECT REPORTS	Nil	
CLASSIFICATION: Health Professionals Award	EMPLOYMENT TYPE: Part Time Fixed Term	LOCATION: Geelong

ORGANISATIONAL OVERVIEW

Barwon Child Youth & Family's (BCYF) vision is for 'a community where people are safe, connected and empowered to live well.'

BCYF is an independent, not-for-profit community service organisation that provides, delivers and develops services, where the need exists, that advance the rights and well-being of children, young people and their families.

BCYF has a breadth of services ranging from prevention and early intervention, to complex care, which are delivered via a significant client services platform. BCYF is also the parent company of its subsidiary 'BAYSA', a registered housing provider of a range of accommodation and community support programs.

Governed by a Board of Directors and supported by an experienced leadership team, BCYF employs more than 300 staff and is committed to achieving its strategic priorities of service excellence, social impact and organisational sustainability. BCYF is committed to providing a safe and friendly environment for children and young people.

BCYF is an equal opportunity employer and encourage individuals of diverse backgrounds including but not limited to those from Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse communities or applicants with a lived experience of disability to apply. Reasonable adjustments will be made for people with disabilities where operationally viable.

POSITION PURPOSE

The Clinical Psychologist will provide psychological support and therapy to young people aged 12-25 accessing headspace Geelong services. This role will also provide direct clinical supervision to Psychology students undertaking placement with headspace Geelong.

The key objectives of this role are to:

- Provide developmentally appropriate and evidence based mental health counselling and support for young people with a range of emerging and ongoing mental health concerns.
- Support and manage an active case load of young people with a focus on achieving sustainable outcomes.
- Provide family and friend inclusive support.
- Participate in clinical service collaboration, service coordination and headspace model development and review activities.
- Provide clinical supervision to Clinical Psychology students undertaking a placement with headspace Geelong

KEY ACCOUNTABILITIES & DUTIES

Key Accountabilities & Duties	Measurable Outcomes
<p>Service Excellence</p> <ul style="list-style-type: none">• Support client goal planning and recovery outcomes using evidence based and developmentally appropriate clinical practice guidelines.• Monitor client progress on regular basis and provide initial and ongoing risk assessment and safety planning as required.• Support client exit planning post treatment with supported referral to internal and/or external services as required.• Provide centre based and assertive outreach therapeutic support.• Support Clinical Psychology students for the duration of their placement with individual clinical supervision around their clinical practice.	<ul style="list-style-type: none">• <i>Regular active participation in ongoing line management supervision.</i>• <i>Feedback from allocated clients</i>• <i>Evidence of regular review of case load and service exit plans including evidence of service support tailoring for at risk cohorts (headspace priority groups)</i>• <i>Evidence of ongoing professional development and engagement in reflective practice including use of the headspace clinical toolkit and other resources.</i>• <i>Feedback and evaluation of student placement outcomes from participating universities.</i>
<p>Service Collaboration</p> <ul style="list-style-type: none">• Participate in service clinical review meetings as available and undertake regular service evaluation including reviewing client and line manager feedback on an ongoing basis.• Utilise the headspace minimum data set HAPI, Ourspace extranet and service outcome data to monitor client outcomes and to enhance and develop practice.• Utilise reflective practice in day to work and in supervision to ensure sustainable service provision to a complex and diverse case load.	<ul style="list-style-type: none">• <i>Active participation in clinical review meetings and case presentation</i>• <i>Active participation in secondary consultation with headspace practitioners.</i>• <i>Regular review HAPI data reports and use of same in client work.</i>• <i>Utilisation of Ourspace and Learning Space in day to day work and support of ongoing professional development.</i>
<p>Service Innovation</p> <ul style="list-style-type: none">• Participate in ongoing professional development internally and externally to the service to ensure relevant psychological research and evidence is translated into practice.• Engage with the BCYF and headspace client services programs in ongoing model development, service enhancement and service innovation projects.• Support collaborative and supportive team work and/or referral across headspace programs including referral to vocational/educational services• Support headspace model integrity certification and compliance with relevant quality accreditation requirements.	<ul style="list-style-type: none">• <i>Evidence of use of BCYF Training Calendar via annual performance planning and professional development support.</i>• <i>Evidence of participation in cross program or service innovation planning as directed or as available.</i>• <i>Support headspace Centre Manual updates including supporting the development of content and service evidence.</i>

Organisational Accountabilities & Duties

- Other reasonable duties as directed
 - Active involvement in the application of BCYF's quality and risk management frameworks
 - Comply with the standards of a child safe organisation in both practice and culture
 - Active involvement in professional development to build theoretical knowledge and practice capability
- *Demonstrated participation in continuous quality improvement and risk management activities*
 - *Adherence with Child Safe Standards.*
 - *Demonstrated participation in professional development activities.*

KEY STAKEHOLDERS

- headspace Geelong team including subcontractors and students
- BCYF Client Service and Executive Service business groups and external services
- Participating Universities in Clinical Psychology student placement programs.

ORGANISATIONAL VALUES & BEHAVIOURS

Our Values	Expected Behaviours
INTEGRITY <i>I am respectful, accountable and professional</i>	<ul style="list-style-type: none">• I treat others with respect.• I demonstrate resilience and contribute to a positive workplace culture.• I reflect on my actions and practices and respond to constructive feedback.• I ensure that the organisational values and behaviours are reflected in my work.• I build strong professional relationships with colleagues, clients and partners
COMMITMENT <i>I am dedicated to achieving positive outcomes</i>	<ul style="list-style-type: none">• I seek continuous improvement and solution based practises and outcomes.• I accept the accountabilities associated with my role and performance.• I embrace new ideas, methods and systems.• I take pride in my work and contribute to positive change.• I adapt when required and am flexible to changes in my role.
INCLUSION <i>I involve colleagues, clients and partners in my work</i>	<ul style="list-style-type: none">• I engage and listen to clients and their families in planning and decision making.• I embrace opportunities to participate in organisational development.• I collaborate positively within my team and across the organisation.• I share my knowledge, achievements and learnings both internally and externally.• I recognise the strength that diversity brings to our workforce and community.

OHS RESPONSIBILITIES

The Board of Directors and Executive Management Team recognise the moral and legal responsibilities in providing a working environment for its employees, volunteers, contractors, visitors, the general public and those whom we serve (our clients), that is safe and healthy.

BCYF promotes a safety culture throughout the organisation that ensures that every employee actively participates in the health and wellbeing of themselves and their co-workers. All employees are expected to embrace this culture in line with the values of the organisation. All staff are expected to be aware of and participate in their duty of care in the workplace as outlined in induction and organisational policies.

PHYSICAL REQUIREMENTS & ENVIRONMENTAL CONDITIONS OF THE ROLE

The following table identifies the physical and psychological work environment characteristics that are inherent requirements of the role. Where possible, BCYF will make reasonable adjustments to enable individuals with disabilities to perform the essential functions of their roles.

Required activities / working environment	Frequency
Computer based tasks, sedentary position, office based	Often
Repetitive manual tasks	Rarely
Driving, in & out of vehicles	Sometimes
Walking, climbing stairs, bending	Sometimes
Working alone or at a co-located site	Rarely
Confrontational/confronting situations <i>(Due to the nature of our work there may be times when staff are exposed to behaviour, language and/or situations that can be confronting)</i>	Often
Working outside in differing weather conditions	Rarely
Attending external locations including client homes	Rarely

A signed pre-existing condition declaration form is required to be completed prior to commencement.

KEY SELECTION CRITERIA

Essential

- PhD or Masters of Clinical Psychology qualification with AHPRA registration as a Psychologist with a minimum of 3 years' experience.
- Current Board Approved Supervisor (BAS) status in order to provide clinical supervision to Masters of Clinical Psychology students.
- Demonstrated experience in private practice or tertiary mental health services with demonstrated experience in working with young people with a diverse range of needs.
- Current Victorian driver's license
- Understanding of the purpose and expectations of the Victorian Child Safe Standards and demonstrated commitment to contributing to a child safe organisation in both practice and culture.

Desirable

- Experience in working in a primary care setting and understanding of the headspace clinical service delivery model.
- Demonstrated experience in undertaking service model development and research in relation to youth mental health and/or AOD therapeutic interventions.

EMPLOYMENT CONDITIONS

Employees are required to read, understand and comply with all BCYF policies, procedures and reasonable direction, whilst demonstrating professional workplace behaviours in accordance with the BCYF's Code of Conduct.

BCYF is committed to being a safe and friendly organisation for children and young people and therefore require all employees to undergo and maintain a range of satisfactory checks as a condition of employment. These include:

- *Working with Children Check*
- *National Police Check*
- *International Police Check (if required)*

POSITION DESCRIPTION ACKNOWLEDGEMENT

I have read, understood and agree to comply with the above position description.

Employee Signature:

Date: