

Position Description

POSITION TITLE	<i>Youth and Families Enhanced Care Clinician</i>	
DIRECTORATE/SERVICE/PROGRAM	Client Services headspace	
REPORTS TO	<i>Team Leader Ongoing Care</i>	
DIRECT REPORTS	<i>Nil</i>	
CLASSIFICATION: SCHCADS Level 6	EMPLOYMENT TYPE: Part Time Ongoing	LOCATION: <i>Geelong and Corio</i>

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 role of the Youth and Families Enhanced Care Clinician is to resource direct service delivery to young people primarily at risk of severe mental health issues and complex presentations, in addition to providing consultation support, coaching and mentoring to internal colleagues in relation to the appropriate inclusion of family, carers and friends.

This role will directly oversee the coordination of services for young people and their families, including headspace Geelong Youth Mental Health Counselling, Primary Care, AoD and vocational/educational support streams. This role will promote appropriate participation of families/carers, whilst working directly with young people to understand and respond to their unique and changing needs. This role will also promote effective collaboration and stepped care responses for young people requiring intervention from CAMHS, Jigsaw or acute mental health services.

The Youth and Families Enhanced Care Clinician will support headspace service delivery to young people aged 12 to 18 years of age, who are currently experiencing significant psychosocial distress and reduced functioning in relation to anxiety, depression and/or emerging low prevalence mental disorders including early psychosis. The position will directly support clients and will extend to their family and friends, in outreach settings including the family home, education and health facilities.

Through the provision of well-coordinated short to medium term multidisciplinary interventions, the service will assist young people with their social recovery, recognising the needs of local priority groups such as Aboriginal and Torres Strait Islander people, homeless young people and those at risk of suicide.

This position will directly promote family inclusive practice approaches through direct service delivery to families and through the provision of consultation support to internal headspace co workers.

KEY ACCOUNTABILITIES & DUTIES

Key Accountabilities & Duties	Measurable Outcomes
<p>Client focus</p> <ul style="list-style-type: none"> • Ensure young people’s needs, strengths and support networks are appropriately assessed • Ensure relevant service resources are provided to the client and their family in a timely and planned manner • Provide coordination of short to medium term interventions to clients and families • Ensure appropriate risk assessment and safety plans are in place • Ensure young people and families are offered regular review • Advocate for young people and assist with referrals to relevant services and programs operating in the region, where appropriate 	<ul style="list-style-type: none"> • <i>Review in regular line management supervision and annual appraisal</i> • <i>Development and review of individual service plans for each client.</i> • <i>Demonstrated flexibility and responsiveness to service demand</i> • <i>Safety planning is communicated, documented and evidenced in case notes</i> • <i>Review of service demand, client flow and client outcomes is conducted on a regular basis</i>
<p>Leadership & Service Excellence</p> <ul style="list-style-type: none"> • Work effectively with the team to support young people accessing services at the headspace Geelong sites. • Promote family inclusive practice through role modelling, peer education and consultation support to internal headspace service providers • Assist in the implementation of the headspace Geelong program including service promotion. • Development of effective linkages with tertiary mental health services 	<ul style="list-style-type: none"> • <i>Young people are assisted to identify areas of need and are linked to relevant services and/or programs</i> • <i>Review of family and support network participation is completed within supervision, in relation to each client accessing the service</i> • <i>Meetings in relation to portfolio responsibilities are scheduled as required and documented</i> • <i>Regular feedback provided to relevant headspace team meetings</i>
<p>Client record keeping</p> <ul style="list-style-type: none"> • Ensure all clients receive a copy of their individual service plan • Ensure that client records are maintained in our electronic client management system (Best Practice). • Ensure headspace minimum data set information is maintained in HAPI and Bridge CRM 	<ul style="list-style-type: none"> • <i>Case Records in Best Practice CMHS will demonstrate documented service plans</i> • <i>Review in regular line management supervision</i> • <i>Quarterly review of HAPI & MDS data</i> • <i>Regular review of active referral lists</i>
<p>Organisational Accountabilities & Duties</p> <ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • <i>Demonstrated participation in continuous quality improvement and risk management activities</i> • <i>Adherence with Child Safe Standards</i> • <i>Demonstrated participation in professional development activities</i>

KEY STAKEHOLDERS

- headspace clients and their families and carers
- headspace Geelong staff including General Practitioners, nursing staff, Allied Health employees and contractors
- BCYF Client and Corporate Services staff
- headspace Youth Futures Crew, headspace National Office staff, and other relevant local stakeholders

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	Often
Driving, in & out of vehicles	Often
Walking, climbing stairs, bending	Often
Working alone or at a co-located site	Often
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	Sometimes
Attending external locations including client homes	Sometimes

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

KEY SELECTION CRITERIA

Essential

- Tertiary qualification in Psychology, Social Work or other health related discipline
- Minimum 3 years' experience in working with young people including demonstrated skills in the provision of psychological counselling that is developmentally appropriate and time limited.
- Demonstrated skills related to client and family engagement, assessment and care coordination.
- Demonstrated skills in the provision of consultation and mentoring support to staff.
- Experience in risk assessment and in responding to clients with complex needs including low prevalence disorders and psychosis.
- Current Victorian Drivers Licence.
- Understanding of the principles of psychosocial rehabilitation and evidence based interventions for high prevalence mental health issues including relevant AOD or Dual Diagnosis/Dual Disability experience.
- 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

- Current mental health credentialing allowing for registration with AHPRA, AASW or AAOT, as either Clinical Psychologist, Mental Health Social Worker or Mental Health Occupational Therapist.
- Experience with group based youth programs.
- Skills in utilising single session family therapy skills in day to day work.

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: