

Position title	Team Leader, Functional Recovery Program	Reference	
Reporting to	Program Manager Early Psychosis, headspace Darwin	Location	Darwin
Division	Mental Health	Section	Early Psychosis
Approved	Director Mental Health	Date	MAY 2024
Comments:			

Organisation Statement

Anglicare NT is a respected provider of quality human services across urban, regional and remote areas of the Northern Territory. We demonstrate our values of Hope, Kindness, Respect, Fairness and Integrity through strength-based and trauma informed practice, cultural respect, child safety, social justice, community development and partnerships. Anglicare NT was formed by the Anglican Diocese of the NT to respond to the social needs of our diverse communities.

Purpose of the Position

You will be responsible for the leadership, coordination, and delivery of the Functional Recovery Program (FRP) at headspace Darwin. The Team Leader FRP will lead and work closely with a multidisciplinary team that includes Peer Support Workers, Allied Health Professionals and Medical Staff. The Functional Recovery Program (FRP) aims to support the functional recovery goals of young people experiencing mental ill-health and their families/friends. The FRP is a key component of the headspace Early Psychosis program.

There are three areas of responsibility for the Team Leader FRP including group program coordination and delivery, supervision of the Senior Peer Support worker and oversight and implementation of the Family and Friends Program (including the Family Peer Support Work (Family Mentor) Program). You will also support clinical work with young people seeking treatment within the Early Psychosis service and their families.

In this role, you will be well supported through an outcome-orientated multi-disciplinary team structure with opportunities for professional development. You will uphold the values of Anglicare NT and provide quality services within the scope of the position and associated delegations.

Selection Criteria

Position Specific Requirements

1. Approved tertiary qualifications in a relevant allied health discipline and current membership with AHPRA, or membership of and adherence to the AASW standards for social workers. Postgraduate qualifications in adolescent mental health or equivalent training preferred.
2. Advanced skills in clinical mental health including engagement, assessment, holistic treatment provision with young people and families presenting with a range of emotional, social or developmental difficulties, including psychosis and alcohol and other drug difficulties.
3. Demonstrated understanding of best practice in leading therapeutic and recovery groups with an evidence-based approach.
4. Demonstrated passion and commitment to improving the social and emotional wellbeing of young Aboriginal people, families and community.
5. Ability to maintain the philosophy, standards and policies of the Australian Early Psychosis model of care whilst also promoting a team culture underpinned by hope and optimism.
6. Excellent interpersonal and communication skills (written and verbal) to effectively liaise, build relationships and partnerships, consult and negotiate with a wide variety of stakeholders.

General Criteria

1. Demonstrated commitment to work respectfully and inclusively with Aboriginal and Torres Strait Islander and culturally and linguistically diverse people.
2. Demonstrated adherence to legislation, policies and procedures and a commitment to EEO, WHS, risk management and quality improvement practices.
3. Northern Territory Working with Children Clearance (Ochre Card).
4. National Police Criminal History Report (less than three months old) with acceptable outcome.

5. Ability to meet 100-point ID and additional visa / overseas work compliance measures.
6. Northern Territory Driver's Licence.
7. Demonstrated currency of pandemic and job specific vaccinations (and boosters).
8. First Aid Certificate (or willingness to obtain within agreed timeframe).

Key Responsibilities

1. Clinical and Functional Recovery

- Work alongside the headspace services leadership team to ensure the provision, co-ordination and delivery of the Early Psychosis program is of a high quality, evidence-based and in line with the AEPP model. Ensure the functional recovery goals of young people are at the centre of support provided.
- Develop, implement, and facilitate recovery focussed programs for young people and families accessing headspace services. This includes group programs and consumer-based models of support (Peer Work Support and Family Mentor Programs). This role will require flexibility in hours worked.
- Maintain high quality clinical skills through involvement in direct service delivery where appropriate and be available to assist others in the team as required. Actively seek to engage young people and their families and other support people in treatment, planning and review processes.
- Actively support young people and families in collaboration with a multidisciplinary team in recovery focussed treatment and management of clinical risk within a supportive, comprehensive clinical mental health service.
- Facilitate a culture that emphasises family involvement.
- Commitment to best practice and evidence-based frameworks for improving the social and emotional wellbeing of young Aboriginal people and their families in the Greater Darwin Region.
- Commitment to contributing to quality improvement projects, including continuing to improve and streamline clinical systems, and mental health research.

2. Leadership, Communication and Teamwork

- Provide leadership, supervision and line management to a dynamic multidisciplinary team that contribute to a positive, engaged, youth friendly, optimistic and hardworking team within the Functional Recovery Program.
- Lead a team in the continuous improvement opportunities in the delivery of the Functional Recovery Program in line with evidence based and best practice principles to assist the functional recovery of young people.
- Management and oversight of resources and equipment.
- Ensure targets are met and assist in any evaluation processes including collecting, recording and analysis of data. Ensure that the team completes minimum data sets (MDS), statistical and/or outcome measurement tools as required along with the completion of all clinical documentation. This may include involvement in research and clinical activities contributing to better outcomes for young people and families.
- Represent headspace Early Psychosis and the wider headspace services at community forums and organisations, support the operation of any service level agreements and actively promote and develop early intervention and first episode psychosis principles.
- Collaborate with professionals from other disciplines across all headspace Anglicare NT services and other agencies and engage in partnership development that increases access for young people with early psychosis and their families.

Be available, as required, to ensure resources and rosters are sufficiently flexible and efficient to meet workflow demands and assertive engagement of young people and families, inclusive of extended/out of hours work. This may include backfill in the wider headspace services for other clinicians on leave or to assist with functional recovery groups.

General Requirements

- Comply with Federal, NT and Local Government legislation, regulations, permits and / or by laws.
- Adhere to delegations, code of conduct, policies, procedures and general conditions of employment.
- Work within contract, program / project parameters and scope of practice.
- Comply with program guidelines, work plans, budget, data and reporting requirements.
- Comply with WHS requirements – remain vigilant and contribute to a safe working environment and maintain pandemic related and job specific mandated vaccinations (and boosters).

- Embrace organisational values, work cooperatively and help sustain a respectful workplace.
- Support and mentor work colleagues by sharing your skills, knowledge and strengths.
- Help implement our Reconciliation Action Plan and build an inclusive and culturally competent workforce.
- Maintain confidential client, staff and organisational information in line with requirements.
- Keep up to date with workplace communications, staff meeting records and the intranet.
- Contribute to planning, evaluation and continuous quality improvement activities.
- Participate in supervision, performance reviews and undertake approved training.
- Maintain attendance, payroll and leave records in accordance with procedures.

Delegation of Authority

As per Board approved Delegation of Authority Schedule and aligned position classification (noting content will be updated from time to time).

This position is graded at an Award Level whereby staff can be allocated for supervision on a temporary or permanent basis. Currently this position has up to 3 staff reporting to it.

This position may be asked to provide supervision to students on field placements.