



Recruitment Information Package

To assist you in your application
to join our team



Vacancy Information

- Positions:** Mental Health Clinician to work within Sonder's Walk-In Afterhours Mental Health Service
- Working Location:** Positions available to work within our Head Office at Edinburgh North
- Salary:** Remuneration is based on the skills and experience required for the role. For salary information please call Sonder HR or alternatively this will be discussed at interview. Additionally, you will be offered a range of outstanding benefits including generous salary packaging options, TOIL, meal & entertainment allowances & mileage allowance all of which will significantly boost your overall package.
- Status:** Casual Contract (up to 20 hrs per week)
Fixed term until 30 June 2020 with the likelihood of extension
- Closing Date:** 5pm, Monday 2nd December 2019

We invite you to be part of an organisation in which 82% of staff have voted a 'TRULY GREAT PLACE TO WORK' by Best Practice Australia.

Do you want to be part of an exciting opportunity and on the cutting edge of service provision?

Sonder has a 25 year history of delivering primary care services. With a presence across both country and metro SA, our aim is to improve the health and wellbeing of the community by coordinating and integrating health and community services and by working in partnership to identify local needs and create strategies in response.

Thank you for your interest in applying for the position of Mental Health Clinician.

This service provides mental health support to adults in the in the Outer Northern region of Adelaide on Monday, Thursday, Friday and Saturdays between the hours of 5 to 10 pm including public holidays.

The Mental Health Clinician will work as part of a multidisciplinary mental health team to deliver focused psychological interventions for individuals with mental health disorders in a primary care setting within the Afterhours Mental Health Service.

The Mental Health Clinician will include:

- Providing focused psychological interventions to clients
- Planning and implementing assessment and treatment services
- Liaison and consultation with other professional employees

Current and full registration with the appropriate registration authority (AASW, AHPRA), a minimum 2 years supervised experience in the area of mental health and a minimum 2 years relevant professional development and or supervision is required for this role.

This information package contains information about Sonder, and guidelines on submitting your application.

You will find within the information package:

- An overview of Sonder
- Position description and role requirements

How to apply

Applications are made via our careers portal on our website.

All enquiries to employment@sonder.net.au or phone (08) 8209 0700. Full position descriptions are available at <http://sonder.net.au/careers/>

About us

At Sonder, our diverse team is committed to improving the patient journey through integrated and coordinated care to ensure our clients are able to access multiple service types to address their requirements and receive high quality, culturally appropriate care in a timely manner.

Sonder is proud to have been selected by the Adelaide Primary Health Network as the preferred provider to deliver mental health services in the northern and central western suburbs. This is in addition to mental health services delivered in Gawler-Barossa and funded by the Country SA Primary Health Network.

As a result, Sonder is one of the leading and largest providers of high quality, mental health services available to the community.

Over the past 25 years, we have earned a solid reputation for the provision of high quality, evidence-based clinical psychological therapy services that are relevant to the complex needs of the local community. We deliver clinical services across the age range and complexity of mental health concerns.

Therapeutic counselling is delivered by highly skilled and experienced Mental Health Clinicians, including Psychologists, Mental Health Social Workers and Mental Health Nurses who are trained to provide short term focused psychological strategies in the treatment of mild to moderate mental health concerns, such as anxiety, depression as well as more severe and complex mental health issues.

Additionally, Sonder delivers a range of integrated community health services, including health projects and the Aboriginal health program, Closing the Gap.

Sonder delivers programs across metropolitan Adelaide and Country SA with four main offices located in Edinburgh North, Port Adelaide, Nuriootpa and Christies Beach.

Services at co-location sites are offered across metropolitan Adelaide in Elizabeth, Salisbury, Paralowie, Virginia, Wynn Vale, Modbury, Blair Athol, Seaton, Rosewater, Pennington, Royal Park and Edwardstown.

Sonder also has a strong presence across Country SA, delivering services from our office in Nuriootpa and at co-location sites in Kapunda, Angaston, Evanston, Mid-North, Yorke Peninsula, Point Pearce and Port Pirie.

Sonder is fully accredited under ISO Standard AS/NZS ISO 9001:2015 and the National Standards for Mental Health Services. Our accreditation status is oversighted and maintained by our internal Quality, Risk and Safety (QRS) Committee, which aims to build, maintain and support a culture of continuous quality improvement with a proactive approach to risk management and work health and safety.

Job & Person Specification

1. POSITION DETAILS	
Position Title:	Mental Health Clinician – Walk-In Afterhours Mental Health Service
Stream:	Mental Health
Date Approved:	31/01/2019
Status of Employment:	Contract position (Possibility of extension subject to continued funding)
2. POSITION CONTEXT	
Organisational Overview	Sonder (formally Northern Health Network) was commissioned in 1993 as the Adelaide Northern Division of General Practice and is now in its 25th year of operation having gone through several iterations. Sonder currently supports primary health by providing a range of front-line services across the metro and country regions of SA for children, young people and adults.
Job Purpose Statement	<p>The Mental Health Clinician will work as part of a multidisciplinary mental health team to deliver focused psychological interventions for individuals with mental health disorders in a primary care setting within the Afterhours Mental Health Service.</p> <p>The Mental Health Clinician will include:</p> <ul style="list-style-type: none"> • Providing focused psychological interventions to clients • Planning and implementing assessment and treatment services • Liaison and consultation with other professional employees
Reporting/Working Relationships	<ul style="list-style-type: none"> • Reports to Mental Health Clinical Leadership Group • Mental Health Clinical Staff and Mental Health Support Team • General Practitioners, external agencies and community organisations
Line Management Responsibility	N/A
Special Conditions	<ul style="list-style-type: none"> • Current and full registration with the appropriate registration authority (AASW, AHPRA) • A minimum 2 years supervised experience in the area of mental health. • A minimum 2 years relevant professional development and or supervision. • Some out of hours work may be required for which time off in lieu may be taken • Intrastate and interstate travel may be necessary. • Must possess current Driver's Licence and be prepared to use vehicle (reimbursement of kilometre costs will be made in accordance with the relevant award. • Sonder is a smoke free workplace. • Participate in Performance Review & Development Appraisals every twelve months.

3. KEY RESULTS, ACCOUNTABILITIES AND PERFORMANCE INDICATORS

Key Result Area	Accountabilities and Outcomes (What is to be achieved – responsibilities and duties)	Key Performance Indicator (This is the measurement criteria for how each accountability/responsibility is achieved)
Clinical services	<ol style="list-style-type: none"> Provide clinical mental health services including: <ul style="list-style-type: none"> – screening of referrals using appropriate tools, policies and procedures – detailed and comprehensive clinical screening and assessment – assessment, monitoring and management of clinical risk – comprehensive and detailed clinical formulation and collaborative care planning – delivery of psychological therapies delivery of evidence based psychological therapies – undertake collaborative formal and informal clinical reviews coordinate client therapeutic interventions in collaboration with the client, family/ carers, staff and external workers and agencies, including making internal and external referrals as needed – provide information about mental health and available services – support the continuity of client care and information flow between clients, staff GPs, and external workers and other agencies – participate in psychiatric assessment with clients where appropriate Provide services in line with the Mental Health Recovery Framework: <ul style="list-style-type: none"> – Promotion of choice and fostering opportunities for a meaningful, satisfying and purposeful life – Recovery outcomes are personal as well as unique and include an emphasis on social inclusion and quality of life – Individuals are empowered so they recognize they are at the center of their care – Individuals are supported to build on their strengths and take as much responsibility for their lives as they can – Positive risk taking is supported by balanced duty of care – Promotion and protection of individual's legal, citizenship and human rights – Fostering hope in an individual's future and their ability to live a meaningful life – Individuals are understood as experts in their own lives – Relevant information sharing is valued – Working positively and realistically with individuals and carers to realise their own hopes, goals and aspirations – Individuals and carers can track their own progress 	<ol style="list-style-type: none"> Professional clinical mental health services are provided to clients in accordance with program work instructions and Clinical Governance Framework. Timely assessments, case notes and closure requirements are completed as per program Work Instructions. A case load will be maintained as determined by program work instruction and in consultation with program coordinator and Clinical Lead. Good communication flow and collaborative care is delivered. Strong adherence to organisational processes and procedures. Uniqueness of the individual is understood and fostered Opportunity for real choice is afforded to all clients All individuals are treated with Dignity and Respect Recovery is evaluated

Other Clinical Responsibilities	<ol style="list-style-type: none"> 1. Participate in additional clinical responsibilities, as determined by need and in consultation with the Clinical Leadership Group. 	<ol style="list-style-type: none"> 1. Professional clinical mental health responsibilities are fulfilled as scheduled and in accordance with the work instructions and the Clinical Governance Framework.
Liaison and Networking	<ol style="list-style-type: none"> 1. Foster and maintain relationships with external stakeholders to ensure good communication flow and clear referral pathways. Participate in community engagement activities as directed and promote the mental health and wellbeing of the community. 	<ol style="list-style-type: none"> 1. All contact from, to and concerning clients to be recorded in a File Note in MasterCare. 2. Sonder is professionally represented in promotional material, at community events and network meetings.
Record Management	<ol style="list-style-type: none"> 1. Comply with electronic case file system and any other relevant organisational processes and procedures. 2. Document presentations and attendance at events 	<ol style="list-style-type: none"> 1. MasterCare diary is maintained and compliant with the Mental Health Case File Audit Procedure, and Information Management Policy. 2. All presentation and events comply with the Events Planning Procedure.
Continuous Improvement	<ol style="list-style-type: none"> 1. Participate in the Mental Health Streams commitment to continuous quality improvement by attending team and clinical staff meeting. 2. Attend training and improve professional skills relative to individual need and attend organisational staff training and development as required. 	<ol style="list-style-type: none"> 1. Attend team and clinical staff meetings to contribute feedback, ideas and keep informed. 2. Staff development training is attended.
Clinical Support	<ol style="list-style-type: none"> 1. Attendance and facilitation of clinical case consults 2. Partake in individual clinical supervision 3. Participates in and contributes to the design and delivery of training as part of the Internal Education for the Internship Program. 4. Clinical supervision of a colleague as required and appropriate 	<ol style="list-style-type: none"> 1. Attend and facilitate clinical case consults as required. 2. Receive and provide clinical supervision as per Clinical Governance Framework. 3. Suitable internal training is delivered to other staff in line with program requirements.

4. ESSENTIAL MINIMUM CAPABILITIES

Skills and Abilities	<ul style="list-style-type: none"> Ability to design and implement psychological interventions for individuals Ability to administer and interpret appropriate psychometric tests and outcome measurements as required. Ability to apply evidenced based psychological interventions including understanding of current theoretical concepts within mental health sciences and their application to mental health issues and problems Ability to work as a member of a multidisciplinary team Ability to perform multiple tasks and meet deadlines Ability to work independently with minimal supervision Proven high level of communication skills including the ability to communicate effectively, both orally and in writing with client, internal and external agencies and the community.
Experience	<ul style="list-style-type: none"> A minimum 2 years supervised experience in the area of mental health. A minimum 2 years relevant professional development and or supervision. Experience in delivery cognitive behaviour therapy and other evidence based interventions.
Knowledge	<ul style="list-style-type: none"> Knowledge of Occupational Health, Work Health & Safety Act, policies and practices Knowledge of Equal Opportunities Legislation, policies and practices Knowledge of Professional Codes of Conduct and Ethics: aware of and practicing within relevant Federal and State Legislation and the relevant Professional Code of Practice, Conduct and Ethics. Knowledge of evidence based psychological therapy
Qualifications:	<ul style="list-style-type: none"> Qualified in one of the following disciplines and membership to associated professional body; Psychology, Social Work, Occupational Therapy, Mental Health Nursing, Master of Cognitive Behaviour Therapy, Master of Counselling and Psychotherapy Current and full registration with the appropriate registration authority (AASW, AHPRA, PACFA) Current National Police Check Current Child Safe Environments

5. DESIRABLE CHARACTERISTICS

Attributes/Experience	<ul style="list-style-type: none"> A sense of humour.
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6. ORGANISATIONAL REQUIREMENTS

Compliance	<ul style="list-style-type: none"> Be aware of and adhere to Sonder's policies and procedures. Display a commitment and passion for Sonder's Values.
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7. ACKNOWLEDGEMENT AND APPROVAL

Key results and accountabilities for this position should not be considered definitive. Accountabilities and outcomes may be added, deleted or modified, in consultation with staff as necessary. Job & Person Specifications will be reviewed in line with Performance Review & Development Appraisals unless required earlier.

ACKNOWLEDGED BY EMPLOYEE:		Date:	Signature:
APPROVED BY CEO:	Sageran Naidoo	Date:	Signature: