

Clinical Lead - Mental Health Clinician

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

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| Purpose | <p>The Clinical Lead - Mental Health Clinician will function within the Allied Health team based across metropolitan South Australia. The primary purpose of this role is to provide clinical leadership to the Residential Aged Care Facility (RACF) team and provide in-reach services including quality assessment and therapeutic intervention and support to RACF participants with severe and episodic mental health conditions on location at facilities. You will utilise your expertise in delivering meaningful evidence based, time limited psychological therapies adjusted to be responsive to the needs of older people.</p> <p>The Clinical Lead - Mental Health Clinician will also be highly motivated to work within a stepped care framework with a particular focus on meeting the needs of older people experiencing severe and episodic mental illness.</p> |
| Position reports to | General Manager |
| Mind classification level | SCHADS Level 7 |
| Stream | Community Services, South Australia |
| About the service | <p>Mind Australia is a national and leading provider of community managed mental health services delivering a range of clinical and non-clinical services to people who experience psychosocial disability.</p> <p>Mind offers a diverse range of services and specialist services (clinical and non-clinical) for people with mental ill-health and disability, providing behaviour support, assessment, intervention and support strategies for clients, families, carers, and other service providers. Mind's mental health and disability services provide a range of services that includes Assessment, Training, Psychological Therapies, capacity building, Supported Independent Living, and other Community Services. A whole of life and systems approach is applied this is supported by Minds' dual</p> |

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.



| | disability framework, recovery-oriented practice, and trauma informed model of care. |
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| Position description effective date | January 2022 |
| Responsibilities | |
| Clinical skills and knowledge | <ul style="list-style-type: none"> • Provide comprehensive and flexible therapeutic support service to clients and their family/carers including an advanced level of assessment, diagnosis, brief intervention, treatment planning and evaluation, education, and research in accordance with professional, ethical and National Standards utilising significant clinical experience. • Provide high level mental health assessments, both functional and sensory, that can be adapted to meet the unique and individual needs of the client. • Demonstrate clinical leadership by providing clients with care coordination and advocacy to meet their specific needs. • Undertake clinical triage of all referrals received from registered RACFs and assess suitability. In instances where referrals are not deemed suitable, re-direct referrals to identified appropriate services. • Provide specific types of therapies that have proven to be effective with older people including reminiscence therapies, validation therapy and adjusted cognitive behaviour therapy. • Use adaptive language pertinent to the cohort such as “mental wellbeing” rather than “depression” or “mental illness”. • Responsible for individual professional practice; demonstrate a high degree of autonomy, self-motivation, and professional judgment. • Possess a high 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. • Commitment to participate in peer, multidisciplinary group, and clinical supervision. • Operate within the scope of the role, professional standards and Mind policies and procedures (as amended from time to time). • Build capacity of clients, family and carers, support staff and provide appropriate training to families and carers as well as support staff. Provide clinical advice and consultation to a variety of stakeholders internal and external to Mind. • Responsible for ensuring AHPRA registration is maintained, including appropriate documentation and record of CPD. In any instance of |



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| | changes to AHPRA registration, immediate notice must be provided to Mind. |
| Leadership and operational management | <ul style="list-style-type: none"> • Lead a high performing team through engaging staff, setting clear direction and performance expectations. • Review performance of staff and provide consistent and regular feedback, including clinical supervision. • Ensure all performance targets are met and utilise performance reports to provide advice to Management on the performance of the service, to enable effective planning and management reviews. • Ensure that services provided, and clinical practices are delivered according to evidence-based practice and models approved by Mind Australia. • Ensure a climate of clinical service provision that is dedicated to high quality, individualised outcomes for clients, family, carers, and partners. • Ensure that services operate within the context of the Mind Quality Framework, service guidelines, and continuous quality improvement. • Work collaboratively towards service development and growth consistent with the strategic plan of the organisation, including in liaison with the relevant Manager identifying, implementing, and establishing new services, and input into tender submissions. • Contribute to the development of clinical practice procedures and protocols, for both the discipline and the multi-disciplinary team, to provide integration and coordination between sites or programs, to facilitate the delivery of an efficient and responsive service to clients. |
| Stakeholder liaison | <ul style="list-style-type: none"> • Work collaboratively with RACFs and other relevant stakeholders to promote and facilitate RACF residents' access to primary mental health care services, including through the provision of support to assist RACF staff to recognise and respond to mental health conditions and provide effective clinical management. • 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 RACF residents. • Work collaboratively with RACFs to complement existing RACF services, including existing health and wellness programs and mental health literacy strategies/campaigns for RACF residents and their families/carers. |
| Risk mitigation | <ul style="list-style-type: none"> • Ensure that risks are identified and managed according to Code of Ethics, National Standards, and Mind's policy, procedures, and processes. |



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| | <ul style="list-style-type: none"> • Ensure complaints and incidents are managed in a timely manner and escalated to Manager or appropriate governing body as required. • Ensure that Work Health and Safety processes are embedded in practice. |
| Employee and workforce development | <ul style="list-style-type: none"> • Ensure all performance targets as set by Mind are met and utilise performance reports to provide advice to Management on the achievement of KPIs, to enable effective planning and service reviews. • Participate in performance appraisals, feedback, and ongoing professional development. • Support team members to ensure they manage services in accordance with Mind's values, models and performance targets and service parameters. • Assist Mind and Management to support the development of all staff working in the area or site. |
| Professional development | <ul style="list-style-type: none"> • Undertake relevant training and professional development, including regular supervision, appropriate to the primary work of the service and Mind. • Participate in reflective practice. |
| Accountability | <ul style="list-style-type: none"> • Conduct yourself in accordance with the Mind Code of Conduct and Mind policies and procedures which may change from time to time. • 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. |
| Workplace health, safety and wellbeing | <ul style="list-style-type: none"> • Contribute actively to the maintenance of a safe workplace. • Ensure all safety issues are reported and addressed as they arise. |
| Lived experience | <ul style="list-style-type: none"> • Contribute to a workplace that values lived experience and the inclusion of consumers, carers and families in the work we do. |
| Cultural safety | <ul style="list-style-type: none"> • 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. |



| Position Requirements | |
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| Qualifications required | <ul style="list-style-type: none"> • Tertiary degree qualifications in Social Work, Nursing, Occupational Therapy, Psychology or other health related field as designated by Mind. • As a Social Worker, ability to obtain appropriate registration with Australian Associate of Social Workers (AASW) and hold Mental Health Accreditation. • As an Allied Health Clinician, ability to obtain appropriate registration with AHPRA or equivalent. |
| Knowledge, skills and experience required | <ul style="list-style-type: none"> • Specialised training credentials in relation to older person's mental health is not required. However, all staff are required to remain well-informed on, and sensitive to the vulnerabilities of older people and on approaches to ensure services meet their needs in a compassionate and evidence-based manner. • You will also possess demonstrated experience managing a team of Allied Health Professionals (or similar) including professional and clinical supervision. • You will have demonstrated ability to develop and maintain successful relationships and strategic partnerships. • A lived experience of mental ill health and recovery or experience caring for a person with mental ill health is desirable. |
| Other | <ul style="list-style-type: none"> • Right to work in Australia. • Current valid driver's licence. • Current NDIS Worker Screening Check Clearance. • Working with Children Check or equivalent (Blue Card - QLD). • Able to obtain and provide evidence of vaccinations against COVID-19. • Expectation of travel across varied Adelaide metropolitan RACF's (Residential Aged Care Facilities) along with Mind Mental Health and Wellbeing Centres as required. |

To learn more about Mind visit mindaustralia.org.au



You can also watch our Great Minds series of videos by visiting
www.youtube.com/mindaustralia

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