

Wathaurong Position Description			
Position Title	Mental Health/AOD Child and Youth Clinician	Contract	Part-Time (0.6FTE), Ongoing
Identified Position	No - Aboriginal and/or Torres Strait Islander peoples are encouraged to apply		
Business unit	SEWB		
Award	Social, Community, Home Care and Disability Services Industry Award [MA000100]		
Classification	Social and community services employee - Level 5		
Reports to	NEAMI National: Step Thru Care Clinical Services Manager Wathaurong: Social and Emotional Wellbeing Manager		
Direct Reports	Nil		

Wathaurong Aboriginal Cooperative	
	<p>Wathaurong was formed by Community in 1978 as a place of common ground where Aboriginal people could be together and share in a sense of Community, with formal registration in 1980 to support the social, economic, and cultural development of the local Aboriginal Community. Wathaurong is an Aboriginal Community Controlled Organisation governed by an Aboriginal Board who are elected through the Annual General Meeting process annually, with their Chief Executive Officer to operationalise the strategic directives of the Board.</p> <p>Wathaurong operate on the traditional lands of the Wadda Wurrung, Boonwurrung, Gulidjan and Gabudanud peoples. Our support focuses on the local government areas of Geelong, Wyndham, Golden Plains, Colac Otway, Surf Coast and Queenscliff.</p>
<small>(Pictured - Wathaurong Service catchment area)</small>	

Purpose of the Role
<p>Step Thru Care (STC) is a service led by Neami National in conjunction with Windana Drug and Alcohol Recovery, Drummond Street Services and Wathaurong Aboriginal Co-operative. Our innovative approach to integrated care ensures that Step Thru Care (STC) truly meets the needs of the Geelong Otway's consumers. STC provides culturally safe, person-centred, recovery-oriented care, utilising a trauma lens, which is particularly critical for consumers with</p>



Co-Op

Purpose of the Role

intersectional needs. STC delivers Low Intensity Individual/Group Supports, Structured Psychological Therapies, and Higher Intensity Programs.

As a Mental Health/AoD Child and Youth Clinician, you will have a background in and be registered as an Occupational Therapist, Social Worker, Mental Health Nurse, or Psychologist. You will work as part of a multi-disciplinary recovery-focused team providing high quality support to consumers of the **Step Thru Care Service**. You will work in close collaboration with the multi-disciplinary team inclusive of MH/AOD Clinicians, specialist family clinician, a nurse practitioner, care coordinators, specialist LGBTQI+, AOD, and mental health peer support workers.

Drawing on your disciplinary skills, you will engage with consumers, the consumers treatment team, their family, friends, and carers to provide high quality assessments and interventions aimed at improving mental health outcomes for consumers and help them to recover from the harmful effects of drugs and alcohol. You will play an active role in disciplinary knowledge sharing with your colleagues and creating a reciprocal learning environment for staff.

- Primary Responsibilities**
- Engage children, youth, and their families to develop trusting and professional relationships.
 - Engage children, youth and relevant family members/ carers using a strengths-based approach to complete a mental health status measurement and an assessment to determine level of care.
 - Provide brief and detailed assessment and collaborative treatment plans to children and youth, utilising a family inclusive lens.
 - Utilise brief interventions, evidence based psychological therapies, motivational interviewing, and other strategies to provide care appropriate to age and stage of development.
 - Provide individual and family clinical interventions as required.
 - Support referral to appropriate specialist services and assist children and youth to exit from the service on achievement of treatment goals.
 - Facilitate group interventions focused on a range of treatment modalities including psychoeducation, trauma-informed care, relapse prevention, and other therapeutic interventions when required.
 - Work within a holistic framework considering the needs of children, youth, family, carers, and other members of the community to ensure tangible outcomes.
 - Follow all WH&S procedures to ensure safe work practices.
 - Promote Wathaurong's culture of practice, which is underpinned by the principles of Collaborative Relational Practice (CRP). Ensure that a person-centred approach is used in the provision of interventions at all stages of the consumer journey.
 - Actively contribute to the delivery of integrated mental health and AOD services
 - Actively encourage and support consumer and carer participation
 - Ensure feedback processes are used including processes for resolving complaints.



Co-Op

Primary Responsibilities

- Participate in the regular collection of service data which can then be used to evaluate outcomes and assist with the continuous improvement of the service.
- Provide services that are consistent with the NEAMI and Wathaurong Clinical Governance Framework
- Participate in the monitoring, review, and innovation of service delivery within a quality and safety framework.
- Work within the parameters of NEAMI and Wathaurong's policies and procedures in addition to any professional codes of conduct
- Ensure incident and critical incident reporting occurs in accordance with guidelines.
- Work and act independently within the parameters of the role, demonstrating professional autonomy and an ability to decide when it is appropriate to refer to the Clinical Lead, Clinical Service Manager, or other Senior staff for guidance.
- Commitment and contribution to Quality Improvement Activities
- Work in a manner that observes Occupational Health & Safety legislation.

Participate fully as a team member.

- Using the team approach to support work, cooperate closely with team members to ensure continuity of care and provision of a comprehensive service to children, youth and relevant family members.
- Actively participate in reflective practice through, decision-making processes, service planning sessions, supervision, and staff development activities
- Actively participate in regular Professional development Support (PDS) with Neami Clinical Services Manager
- Raise and seek to resolve any areas of conflict or dispute with other staff in an open, honest, and respectful manner.
- Assist the team to further develop best practice, review, and develop policies, and project submissions.
- Assist the team to regularly evaluate the effectiveness of the service in consultation with children, youth and families/carers.
- Support NEAMI and Wathaurong efforts in reducing our impact on the environment and work towards a sustainable future.
- Foster a learning environment by participating in reciprocal guidance and coaching with other staff to share discipline knowledge and develop and inform your own practice by drawing on the expertise and insights of other staff.

Working with community partners

- Seek to learn about child and youth interests, their connections with family and friends and work together to build their capacity to be part of their community.
- Linking in with Wathaurong Aboriginal Cooperative
- Involve carers, family and friends as identified by the child or youth in the individual service plan.
- Work closely with the Step Thru Care multi-disciplinary team to deliver the best possible comprehensive service to children and youth.



Co-Op

Primary Responsibilities

- Facilitate positive outcomes for children, youth, and carers through strong operational partnerships with public and private mental health and AOD services and other key stakeholders.
- Maintain strong working partnerships with the public and private Mental Health and AOD Services to ensure a collaborative approach to intake, escalation and exit and the effective operation of Step Thru Care Service

Service development

- Through service delivery and in collaboration with partners, staff, children and youth, identify service gaps and contribute to the development of appropriate solutions to address these gaps.
- Actively participate in the assessment, planning, implementation, and evaluation of the Service
- Ensure the service is provided in a manner which is accessible to Aboriginal community members and contribute to the development and implementation of strategies to monitor and review the level of accessibility.
- Contribute to the development of policies relevant to Step Thru Care Service (internally and externally) in line with Wathaurong aims and objectives and contract requirements.
- Undertake projects that contribute to the overall development of the organisation as decided by the Service Manager or other Management Team members.

Records Management

- Commitment to understand data requirements and the role of data, monitoring, evaluation and research activity in organisational culture, operations, and strategy.
- Commitment to support activities related to planning, collection, analysis, reporting and use of data.
- With team members collect information on community resources
- Implement Wathaurong and NEAMI Risk Management Framework at the Step Thru Care Service and ensure timely response to any identified risks related to staff and or children/ youth and families.
- Ensure records management obligations are met, including the proper retention of hardcopy and/or electronic records and ensuring files are accurate and up to date.

Selection Criteria

Essential

- Formal tertiary qualification in Nursing, Psychology, Social Work or Occupational Therapy
- Proven clinical experience to apply evidence-based interventions including understanding of theoretical concepts within mental health and AOD sciences and their application to mental health and AOD issues and problems, when working with children, youth, and families/carers.
- Knowledge of safe and appropriate culturally centred practices for Aboriginal and/or Torres Strait Islander focused services, including employment of Aboriginal and/or Torres Strait Islander people.



Selection Criteria
<ul style="list-style-type: none"> • Demonstrated understanding of social, physical, economical, and cultural strengths and challenges affecting Aboriginal communities and their ability to access adequate and quality services. • Experience working as a member of a multi- disciplinary team with the ability to inspire and facilitate team commitment and cooperation. • Experience in preparation of reports with recommendations • All staff are required to adhere to Wathaurong immunisation and vaccination policy directives to minimise the risk of vaccine preventable diseases to protect workers, other employees, consumers, and visitors. • 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. <p>Desirable</p> <ul style="list-style-type: none"> • Identify as Aboriginal and/or Torres Strait Islander. • Demonstrated experience working with Aboriginal Community Controlled Organisations. • Experience working across a range of Commonwealth and State funded mental health/AOD programs and ensuring program implementation is in line with funding requirements and contracts.

Conditions of Employment
<ul style="list-style-type: none"> • Must pass a National Police Record Check. • Must pass and hold a Working with Children Check throughout the period of employment. • Must hold a current Driver Licence. • Must pass safety screening checks as required based on the position and/or as requested by the funding body. • All positions are subject to funding. • All positions are subject to an initial six (6) month probationary period. • Other terms and conditions are in line with the relevant industrial instrument and internal policies.

Commitment to Safety
<p>Wathaurong is committed to providing a child safe environment. We have zero tolerance of any abuse or maltreatment of children. We report any allegations and wellbeing concerns to authorities.</p>

Physical requirements & environmental conditions of the role
<p>The following table identifies the physical and psychological work environment characteristics that are inherent requirements of the role. Where possible, Wathaurong will make reasonable adjustments to enable individuals with disabilities to perform the essential functions of their roles.</p> <p><i>A signed pre-existing condition declaration form is required to be completed prior to commencing in this role</i></p>



Physical requirements & environmental conditions of the role	
<i>Required activities / working environment</i>	<i>Frequency</i>
Computer based tasks, sedentary position, office based	Often
Repetitive manual tasks	Rarely
Driving, in & out of vehicles	Sometimes
Lifting/moving equipment	Sometimes
Walking, climbing stairs, bending	Sometimes
Working alone or at a co-located site	Sometimes
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>	Sometimes
Working outside in differing weather conditions	Rarely
Attending external locations including client homes	Rarely

Position Description Acceptance

Signed by the Employee:

I have read and understood the above and agree to carry out the duties listed in my Position Description.

.....

Name

Signature

Date