



POSITION DESCRIPTION	
Part 1 – Expectations	Employee
Attachments	Addendum A *Outlines the specifics of the allocated Directorate/Portfolio

About EACH

EACH provides an integrated range of health, disability, housing, counselling, and community mental health services across Australia. We offer a wide range of supports to assist members of our community to lead happier, healthier lives. Our staff are a collective workforce of over 1,700 paid employees and over 250 volunteers.

More information is available at: <http://www.each.com.au>

Our vision	Everyone has the power to live well.
Our purpose	Health and support services that improve lives and strengthen communities.
Our values and behaviours	<p>We care.</p> <p>We welcome you with empathy and hope.</p> <p>We believe making change is possible for everyone.</p> <p>We listen.</p> <p>We take time to understand you, your experiences, and your culture.</p> <p>We work with you and the people important to you, to build the right supports.</p> <p>We learn.</p> <p>We evaluate our actions and always seek to improve.</p> <p>We deliver.</p> <p>We have a 'can do' attitude and find ways to say 'yes'.</p> <p>We do what we say we're going to do.</p>



Expectation of Employees

A key focus of this position is to work collaboratively with their team members, their Directorate and across other Directorates.

They are responsible for leading delivery and/or community through their own contribution.

It is expected that all employees consistently model EACH's values and behaviors and ensure EACH's culture is inclusive, safe, and engaging.

Employee Responsibilities

Employees are responsible for:

- Assessing for quality, safety and risk and taking actions that keep myself, customers, community and staff safe
- Partnering with my team, others at EACH, our customers and community to achieve great outcomes
- Creating a safe, respectful and culturally appropriate space to foster growth, learning, belonging, health and wellbeing
- Contribute to tracking progress and outcomes to ensure alignment with EACH's goals and to reliably deliver on performance targets
- Working within the program/role guidelines and professional boundaries of my role
- Demonstrating behaviours at all times that align to EACH's leadership standards and recognises that you are an ambassador of EACH.

Quality:

EACH staff are required to participate in continuous monitoring and improvement and comply with legislation, professional standards and accreditation standards and any other governing laws that apply from time to time.

EACH staff must have and maintain the appropriate skills and knowledge required to fulfil their role and responsibilities. In addition, they must practice within the specifications of this position description, and where applicable within the agreed scope of practice.

Safety & Wellbeing:

EACH is committed to providing and maintaining a working environment for all staff that is safe and minimises risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by their acts or omissions at the workplace.

As an Employee you understand your responsibilities and accountabilities to yourself and others in accordance with OH&S legislation across the various jurisdictions and EACH's policies.



EACH Child Safe Commitment Statement:

EACH is committed to promoting and protecting the best interests of children and supporting a child safe culture. EACH has zero tolerance for child abuse. Everyone working at EACH is responsible for the care and protection of children and reporting information about suspected child abuse.

All children who come to EACH have a right to feel and be safe. EACH is committed to the safety and well-being of all children whether they are direct service recipients or indirectly linked to our services such as children of customers. The welfare of children and young people is our first priority. We create a child safe and child friendly environment where all children are valued and heard, are safe and protected."

Key Selection Criteria

Skills and Behaviours

- Acts in accordance with EACH's Behavioural and Performance Standards.
- Highly developed communication and interpersonal skills to competently establish and maintain effective working relationships with clients, staff and visitors.
- Demonstrated ability to work collaboratively and enthusiastically within a team to help foster a positive and progressive work environment.

Desirable Experience, Knowledge, and Qualifications

- Tertiary qualifications in a relevant discipline.
- Demonstrated ability in working collaboratively as part of a Team
- Appreciation and understanding of the Not-For-Profit sector and Health services is well-regarded.

Mandatory Competencies and/or Licences

- Completion of an acceptable Criminal History Check and Employee Working with Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced.
- A cleared National Worker Screening Check prior to commencement of employment (if required for the role – not applicable to all roles)

Expected behaviours for all EACH Staff

- Acts in accordance with EACH's Code of Conduct, policies and procedures and is demonstrably committed to EACH's vision, mission, values, and service principles.
- Responds to family violence risk in line with their role and responsibilities and in accordance with the Multi-Agency Risk Assessment and Management (MARAM) Framework and related Frameworks.
- Promotes a 'safety first' culture and acts in accordance with EACH Health, Safety and Wellbeing Policy and management system.
- Ensures EACH Great Care is put through its PACES (Person-Centred, Accessible, Connected, Effective and Safe).
- Promotes and supports a zero-tolerance culture that recognises all people have the



right to live their lives free from abuse, neglect, violence, discrimination and exploitation and acts upon EACH's commitment to recognise, raise and respond to any deviation from a person's human rights.

- Fosters and promotes an inclusive and collaborative work environment where all employees, volunteers and customers feel welcomed, respected, valued and enabled and proud to fully participate, irrespective of their individual differences in background, experience and perspectives. Demonstrates a customer focus by prioritising the needs and outcomes of internal and external customers.
- Demonstrates teamwork and collaboration and positively contributes to group activities.
- Contributes to innovation and continuous improvement and openly shares information and knowledge to enable optimal outcomes for customers.
- Be curious, reflective, and open to continuous learning and new ways of working.
- Successfully completes all mandatory training in a timely manner, to support the delivery of high quality, safe and effective service delivery.



Part 2 - Addendum Youth Mental Health Clinician

This document explains the work of the Mental Health Clinician and the outputs they will need to deliver

Position:	Youth Mental Health Clinician
Directorate / Service / Program:	Youth Mental Health Alcohol & Other Drugs
Industrial Instrument Name:	EACH Social and Community Service Employees Enterprise Agreement 2017 or Victorian Community Health Sector (Audiologists, Dietitians, Pharmacists and Psychologists) 2018-2021
Instrument Classification:	Dependent upon qualification
Reports to:	Service Manager EACH Port Macquarie
Effective Date:	July 2024

Key Deliverables

- Provide high quality short to medium term counselling for young people experiencing mild to moderate mental health difficulties
- Provide high quality individual counselling
- Undertake risk assessment of clients and safety planning with mindfulness to family violence, mental health issues and drug and alcohol misuse
- Provide client services that meet prescribed workload expectations and service targets which includes Individual sessions and groups
- Seek out opportunities to work in collaboration with other general and specialist support services to ensure coordinated client care
- Uphold all required legal and ethical standards as outlined by the relevant registration bodies and legislation policies
- Maintain accurate and timely case notes and records in approved database systems.
- Participate in regular clinical case review meetings and multi-disciplinary team meetings to ensure appropriate clinical service pathway and service delivery
- Participate in line management supervision including Individual Performance and Development Planning
- Report all client and staff incidents in accordance with EACH's policy and Procedures.
- Provide reports as required by EACH
- Provision of evidence-based group programs for young people at local schools, as required
- Plan and participate in training and secondary consultation with school staff as required
- To undertake additional duties during staff absences within reason and acquired competencies
- Other duties as negotiated with headspace senior staff



Skills and Experience

- Highly developed interpersonal, verbal and written communication skills
- Highly developed problem solving and negotiation skills especially with young people in the early stages of help seeking
- Highly developed knowledge of the common mental health, and social problems faced by young people and the indicated evidence-based treatment options
- Ability to work with parents, carers and the family system where there is a higher complexity of care required
- Demonstrated expertise and understanding in working with mental health, the impacts of trauma, vulnerable people, and family conflict
- Demonstrated experience in providing individual counselling therapy
- Ability to work autonomously and also as part of a team
- High level of computer literacy utilising MS Office applications (Word, Excel and Outlook) and the ability to work from electronic medical records and the headspace Minimum Data Set
- Ability to maintain positive stakeholder relationships and work collaboratively with a range of stakeholders i.e. young people, local community, government agencies, private practitioners etc
- Exceptional organisational and time management skills

Qualifications and licences

- Bachelor's degree in a relevant field, or relevant tertiary qualification
- Completion of a Criminal History Check
- Employee Working with Children Check (or State equivalent)
- Current state-based driver's license

Physical Requirements:

- Ability to sit at a computer for 6 – 8 hours per day
- Ability to travel between youth organisations and schools, as required