

<b>Position title</b>	<b>Mental Health Clinician – Youth Enhanced Services (YES)</b>
<b>Reports to</b>	<b>Primary Mental Health Operations Manager</b>
<b>Date</b>	<b>June 2023</b>

## About EACH

EACH provides an integrated range of health, disability, 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 300 volunteers.

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

<b>Our vision</b>	A healthy community where everyone belongs.
<b>Our purpose</b>	Promoting health, building hope and creating opportunity.
<b>Our values and behaviours</b>	<p><b>We care</b></p> <p>We welcome you with empathy and hope. We believe making change is possible for everyone.</p> <p><b>We listen</b></p> <p>We take time to understand you, your experiences and your culture. We work with you and the people important to you, to build the right supports.</p> <p><b>We learn</b></p> <p>We evaluate our actions and always seek to improve.</p> <p><b>We deliver</b></p> <p>We have a 'can do' attitude and find ways to say 'yes'. We do what we say we're going to do.</p>

## About the Therapeutic Alliance team

The Therapeutic Alliance is a consortium of community based not-for-profit services who provide outstanding services across the North Coast of NSW. Consortium partners are Health Voyage, The Buttery, Chess Connect, Wellways and EACH as the lead agency of the Consortium.

The Alliance will deliver the Primary Mental Health Program (PMHP) funded by Health North Coast through a multidisciplinary person centred, hub and spoke model/s of care. The 3 main service hubs are located at Port Macquarie, Coffs Harbour, and Byron Bay.

The PMHP will deliver Healthy Minds, Mental Health Nursing Incentive program, Youth Enhanced Services (YES), Suicide Prevention program, Counselling Support program and Low Intensity Mental Health program.

## Position summary

The Clinician will act as the primary treating and coordinating contact for young people aged 12-18 years who present with complex mental health presentations. The role requires competency in dealing with a broad array of mental health concerns and will require specific skills and competencies in dealing with complex trauma (or with the foundations present to develop this competency). Further familiarity with mental health care in one or more of the co-occurring contexts of ADHD/ASD, dual diagnosis, and culturally appropriate mental health care will be advantageous.

The service will be comprised of 3 locally embedded treating dyads (TD) of 2 people who will be located at the local therapeutic alliance hubs (Port Macquarie, Coffs Harbour, Byron Bay) but with strong outreach presence at local regional headspace(s).

The clinical team will build upon EACH's established excellence in DBT treatment programs for young people, adding through our Therapeutic Hub team, extended-care program elements.

## Deliverables

- Deliver high quality evidence-based mental health treatment and support across individual, group, and family contexts
- Undertake systemic care processes such as holistic and specialised assessment, treatment planning, and transitions up and down in care
- Conduct regular case reviews, care planning, and integrated treatment delivery as part of a team-based approach to support the YES customers and their loved ones
- Collaborate effectively with other care agencies, interagency networks and educators to create a supportive network
- Provide consultation to care-team partners, as appropriate
- Develop and deliver culturally appropriate and holistic services
- Promote the service, communicate regularly with, and build and maintain collaborative working relationships with health and welfare agencies and the general community.
- Participate in and contribute to team meetings, case conferences, and clinical case review meetings as required in a professional and appropriate manner.
- Proactively assist colleagues working in this program and other therapeutic alliance programs
- Model and actively share best-practice methods
- Participate in the continuous clinical quality improvement activities to improve the service provision and outcomes for young people

## The professional expertise we are looking for in this role

### Skills

- Formulating mental health treatment plans
- Knowledge and ability to implement mental-health therapeutic approaches (e.g., DBT, ACT, recovery-based approaches)
- A working understanding of the impact of trauma upon adolescents and young adult mental health
- High quality discipline-specific practice skills
- Assessment – mental state examination, crisis, and risk assessment including after-care planning

- A working understanding of the legislation governing mental health care
- Excellent written and verbal communication skills
- Excellent organisation and time management skills
- Excellent computer skills and proficiency in the use of MS Office Applications (Word, Excel, Outlook)
- Ability to work from electronic client records
- Ability to work independently and cooperatively in a team environment which works towards reaching common program and organisational goals

#### Experience and Knowledge

- Demonstrated experience in working with young people and families for a minimum of four years
- Demonstrated experience in working with young people in the context of moderate to increasing acuity mental health issues including best treatment options, support services, co-morbidities, and co-occurring contexts
- Knowledge and applied understanding of relevant theories underpinning interventions and clinical practice as well as demonstrated excellence in practical application of such, in the areas of youth mental health

#### Mandatory Qualification/s, Competencies and/or Licences

- Tertiary qualifications in psychology, social work, mental health nursing and/or other relevant discipline
- Completion of a 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
- Current state-based driver's license

#### Highly regarded Qualifications and/or Certifications

- Post graduate qualification in counselling or related field

#### **Expected behaviours for all EACH staff and volunteers**

- acts in accordance with EACH's code of conduct and ethics, policies and procedures and is demonstrably committed to EACH's vision, mission, values and service principles
- promotes a 'safety first' culture and acts in accordance with EACH health and safety 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