

## SUPERVISOR / SENIOR PSYCHOLOGIST, MST-CAN

Thank you for considering Marathon Health as your next employer. We deliver better healthcare to rural, regional and remote communities. We are an independent not-for-profit organisation that prides ourselves on our workplace culture. We recently won the 2017 Regional Business of the Year and Employer of Choice categories at the Western NSW Business Chamber Awards.

This Information Package is designed to tell you more about the role, identify the selection criteria we will be using to select the right candidate, and explain the application process.

If you have any questions after you have read this document, please refer them to Peter Rohr, Child and Youth Mental Health Services Manager, on 0429 844 605.

### Position Overview

#### **SUPERVISOR MST-CAN Dubbo NSW**

If you are passionate about keeping families together, we invite you to apply for this unique opportunity to implement a new evidence-based intervention program. The multi-systemic therapy for child abuse and neglect (MST-CAN) model aims to reduce entries into out-of-home care, increase exits from out-of-home care, and immediately respond to trauma, substance misuse and other underlying causes of child abuse and neglect.

This role requires an individual with strong mental health clinical training and experience to lead a team of therapists, a case manager, and a child psychiatrist. The Supervisor will also be responsible for building and maintaining stakeholder relationships (with e.g., family services, schools, corrections, judges, health services etc), ensuring a continuous referral stream, and achieving high customer satisfaction.

You must be flexible to support the MST-CAN therapists and case manager on a 24/7 rotating roster. A vehicle will be supplied for work purposes.

This role requires a DPsych or Master's degree in Clinical/Counselling Psychology and registration with APHRA.

You will receive extensive training in Child and Adult trauma therapy, Adolescent and Adult Substance use treatment, and other MST-CAN components.

An attractive salary package will be offered, with the potential to earn a retention bonus. Reasonable relocation expenses will be reimbursed to eligible candidates. You will also be able to access salary packaging, meaning more money in your pocket.

**Close Date: Applications will be assessed as submitted.**

## Information Package

### Benefits of Employment

Our staff benefit from genuine work / life balance, up to \$15,900 tax free salary packaging per annum, and other generous employee conditions and opportunities including:

- Exposure to rural and remote service delivery;
- 5 weeks annual leave per annum;
- Extra paid leave days over Christmas / New Year shutdown;
- A professional development allowance of \$1,500 per annum (after probation);
- Access up to 5 days paid study leave per annum;
- Time and resource support for clinical supervision (if required);
- Support and learning opportunities that come from working in a multi-disciplinary team; and
- Dynamic working environment with both clinical and project work.

### Guidelines for Applicants

These guidelines aim to assist you in submitting applications for advertised vacancies with Marathon Health.

#### Applying for a position

The following may assist you in preparing your application:

- Obtain and carefully read the Information Package for the position of interest.
- Conduct some initial research on the organisation by browsing the website and reading key resources.
- If required, seek clarification or additional information on the organisation and/or the position.
- Decide whether you possess, and can demonstrate, your skills and experience against the selection criteria.
- When addressing the selection criteria, provide examples to demonstrate and substantiate your claims. Examples should outline a situation, identify the action you took, and summarise the subsequent result. Keep your responses concise and in addition to your resume.
- Be aware of the closing date. If, for any reason you cannot submit your application by the closing date, you should ring the contact person to see if a late application will be accepted.
- If you require any special arrangements (e.g. wheelchair access, hearing or visual aids) when attending interview, please discuss these with the contact person when the interview is being arranged.

#### What you need to include in your application

Marathon Health uses a streamlined approach to recruitment. All applications require:

1. A Cover Letter introducing yourself and outlining your interest in the position
2. Statement addressing each of the Selection Criteria (as listed on the last page of this document)
3. Resume/Curriculum Vitae (CV) that should include:
  - a. contact details including telephone number and email address
  - b. education/qualifications
  - c. an employment history summary including (for each position):
    - i. the employer
    - ii. start and finish dates
    - iii. your position/title

## Information Package

- iv. your responsibilities and achievements in the position
- d. professional registrations and/or memberships

You do not need to submit copies of your identification or qualifications. If required, these will be checked later in the recruitment process.

References do not need to be included in your application. Referees will only be contacted if required, and your permission to contact them will be sought first.

### Submitting your application

Applications should be submitted via email (by the closing date and time) to:

[hr@marathonhealth.com.au](mailto:hr@marathonhealth.com.au)

## Information Package

### Position Description

<b>Position Title</b>	<b>Senior Psychologist / Supervisor, MST-CAN</b>
<b>Location</b>	Dubbo
<b>Reports to</b>	Child and Youth Mental Health Services Manager
<b>Hours</b>	As per employment contract
<b>Conditions of Employment:</b>	<ul style="list-style-type: none"> <li>• Western NSW Medicare Local Enterprise Agreement 2013</li> <li>• Marathon Health Policies and Procedures</li> <li>• Police Check</li> <li>• Position Description</li> <li>• Letter of Offer</li> <li>• Working with Children Check</li> </ul>
<b>Incumbent</b>	New Position
<b>Contract Period:</b>	As per employment contract

#### Purpose of the Role

The Supervisor will supervise the work of the MST-CAN therapists and Family Case Manager. The Supervisor will also be responsible for building and maintaining stakeholder relationships (with e.g., family services, schools, corrections, judges, health services etc), ensuring a continuous referral stream, and achieving high customer satisfaction.

Multi-systemic Therapy for Child Abuse and Neglect (MST-CAN) is an evidence-based program designed to treat youth ages 6 to 17 and their families who have come to the attention of Child Protective Services due to physical abuse and/or neglect.

MST-CAN works with the entire family in an effort to keep children with their families and help the family resolve clinical and practical concerns so that children can be safe.

#### Key Relationships

The Supervisor reports to the Child and Youth Mental Health Services Manager. They will have supervisory responsibility for the MST-CAN therapists and Family Case Manager.

#### Position Responsibilities

Indicative responsibilities include:

- Conduct weekly group supervision for the MST-CAN team to ensure adherence to the MST Principles and MST Analytic Process.
- Conduct individual supervision as needed to target clinician competency needs and to remove individual barriers to effective implementation of MST-CAN treatment.
- Ensure appropriate documentation of clinical efforts to allow for peer and supervisory input, and to meet all reporting and communication needs of funding and referral sources.
- Provide supportive and corrective feedback to clinicians to promote client outcomes through interventions such as enacting role play and practice, attending field visits with therapists, acting as a co-therapists in sessions, listening to audio tapes of clinician's sessions, and providing feedback on clinician's performance.
- Provide administrative support targeting systemic barriers to treatment success.

## Information Package

- Assure availability of clinical and administrative support to clinicians 24/7.
- Assure therapists accessibility to clients when needed at times most likely to promote engagement.
- Assure that clinicians achieve engagement with all key participants.
- Provide direct clinical training to assure clinician competency in all clinical areas relating to the implementation of MST-CAN interventions.
- Assure that all assessments are comprehensive, multisystemic, and provide adequate information to determine the causes and correlates of referral behaviours to direct effective treatment within the ecological context.
- Ensure that each Clinician has a Clinician Development Plan that is reviewed monthly and revised quarterly.
- Build a relationship with relevant stakeholders to ensure there is a continuous stream of referrals and that customer satisfaction is high.
- Collaborate with MST-CAN experts to provide feedback, resources, and training to all team members.
- Supports weekly MST-CAN consultation through ensuring clinician's paperwork is submitted to the consultant in a timely manner, participating in all consultations, and collaborating with the consultant on feedback to team members.
- Ensure team compliance on all quality assurance measures and processes associated with delivery of MST-CAN.

### Other Duties

- Actively communicate, and share knowledge, with other Marathon Health team members to ensure quality services.
- Demonstrate and uphold our values at all times.
- Comply with the Work Health and Safety policies and procedures at all times.
- Undertake continuing professional development as required to ensure job skills remain current.
- Attend/participate in out-of-hours meetings and functions as required.
- Participate in staff activities and processes.
- Identify and participate in continuous quality improvement opportunities.
- Actively participate in annual performance planning and review activities.
- Maintain a working knowledge of all equipment used in the office.
- Other duties as directed from time to time.

### Our Values

Staff are expected to demonstrate our ICARE values:

- Integrity & Trust
- Collaboration & Innovation
- Achievement & Excellence
- Respect & Empowerment
- Empathy & Understanding

### Special Job Requirements

1. Screening including criminal history, working with children check, qualifications, and professional registration may be undertaken prior to commencing employment.
2. Eligibility to work in Australia – you must be an Australian citizen or permanent resident, or a New Zealand citizen, or otherwise have appropriate working rights.

## Information Package

- Valid Driver License. On the occasions when you use a privately owned motor vehicle for work-related purposes, Marathon Health will pay a motor vehicle allowance on a per kilometre basis, according to our Policies and Procedures.

### **Note:**

This position description is not a duty statement; it is only intended to provide an outline of the key responsibilities of the position. Employees are expected to carry out any duties, within the scope of their ability, that are necessary to fulfill the position objectives.

It is expected that this position description will change over time due to the nature of Marathon Health activities. A flexible attitude to change is expected of staff. Any proposed changes will be discussed with you

I, the undersigned, agree to be employed under the terms and conditions as detailed in this position description.

Signed \_\_\_\_\_ Date \_\_\_\_\_

### **Selection Criteria**

- DPpsych or Master's degree in Clinical/Counselling Psychology and registration with APHRA.
- Knowledge and experience in areas such as:
  - Direct use of pragmatic (i.e. structural, strategic and functional) family therapies.
  - Individual therapy with children and adults using cognitive behavioral techniques.
  - Marital therapy using behaviorally-based approaches.
  - Substance abuse treatment for adults and children using behaviorally-based approaches.
  - Behavioral therapy targeting school behavior and academic performance.
  - Trauma treatment for adults and children using exposure, cognitive therapies, and stress inoculation training.
  - Implementation of interventions within or between systems in the youth's natural ecology that affect or influence the behavior of youth (i.e. family, peer, school, and neighborhood).
  - Provision of group and clinical supervision.
- Knowledge and experience in one or more of the following:
  - Family systems theory and application
  - Social ecological theory and application
  - Behavioral therapies theory and application
  - Cognitive-behavioral therapy theory and application, particularly in the areas of trauma treatment and anger management
  - Family problem solving and communication
  - Pragmatic family therapies theory and application
  - Child development research and its application in treatment
  - Research on child physical abuse and neglect
  - Social skills assessment and intervention