

Position Description

Position Title:	Clinical Lead
Classification:	Stream D - Direct Service Delivery, Band 3

Purpose of the Role

headspace provides a range of early intervention services for young people aged 12 to 25 years. headspace can help young people with mental health, physical health (including sexual health) alcohol and other drug services, and work and study support.

The Clinical Lead (CL) is a key leadership position within the headspace team and provides oversight to the coordination and delivery of clinical services. The CL is available onsite during service hours and is primarily responsible for providing clinical leadership and direction for the team, ensuring day-to-day clinical work is carried out to effectively meet the needs of young people.

The CL will be a part of, and work collaboratively with, the headspace Senior Clinical Team (SCT) to contribute to the development of evidence-based and innovative clinical services and promote the delivery of mental health services that are of the highest quality. The CL will provide clinical support and guidance to clinical staff and ensure staff are provided with adequate supervision and/or mentoring. They will also be keenly engaged in clinical and caseload reviews and actively manage referrals, demand and wait time for clinical services.

The CL will ensure developmentally, and culturally appropriate care is provided to all young people at the headspace Service. The CL will promote and support the inclusion of family in the clinical care of young people. They will have a strong knowledge of the key factors of social and emotional wellbeing for First Nations young people and communities, with an understanding of how these factors inform the individual and collective healing journey and the provision of appropriate care in a headspace context.

When required the CL will carry a small caseload.

Key Relationships

The Clinical Lead will work collaboratively with and under the direction of the Centre Manager. They will engage and work closely with the Marathon headspace Senior Clinical Team, as per the clinical governance framework, facilitating a consistent and direct link to centre staff to ensure sound clinical decision-making and risk management for young people accessing the service. This position will also form and maintain working relationships with key agencies within the community to establish integrated care pathways for young people.

Position Responsibilities

Responsibilities for this position include, but are not limited to:

Leadership and Management

- Provide clinical leadership, consultation, and expertise to headspace clinical team members & clinicians ensuring high-quality evidence-based mental health care to young people and their families.
- Oversee the clinical operations of headspace Orange, monitoring and leading excellence in care delivery and improving outcomes for young people accessing the service.

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- Promote and support key practices including Family Inclusive Practice and Evidence Informed Practice.
- Promote and support key practices in Alcohol and other Drug screening, harm reduction, psychoeducation and brief interventions.
- Foster sociocultural inclusiveness, and youth participation in accordance with the headspace Model Integrity Framework and Marathon Health Cultural Safety Framework.
- Lead multidisciplinary clinical review meetings with the support of the SCT, ensuring meetings occur regularly and that clinical documentation is completed appropriately.
- Act as the primary point for clinical escalation in the centre, working closely with the Senior Clinical Team to ensure client concerns are managed appropriately and safely.
- Provide orientation, clinical support, supervision and mentorship to staff, cultivating a supportive positive leadership culture.
- Manage clinical resources and rosters to ensure clinical coverage, balance caseloads and effectively manage service demand.
- Ensure accurate, timely health record documentation, including consent and information sharing in accordance with legislation and Marathon Health's policies.
- Ensure the collection of all relevant data to measure deliverables and continuously improve and evaluate the delivery of services at the headspace Orange.
- Support and collaborate with the Community Engagement Coordinator in the development and delivery of community and health promotional activities as required.
- Work with Consortium partners, medical professionals, schools and other youth services to ensure service integration and establish effective referral pathways to deliver best-practice support to young people in accordance with the headspace model.

Clinical Caseload

- Maintain a small clinical caseload of young people, providing assessments, interventions, and ongoing monitoring.
- Work collaboratively with the young person to develop individual recovery plans and/or service plans that are person-centred and feedback-informed with the young person central to their own care planning.

Quality and Safety

- Conduct clinical audits and ensure appropriate reporting in accordance with quality and risk policies and procedures.
- Contribute to continuous quality improvement activities within the Marathon Health and headspace quality assurance frameworks.
- Promote workplace safety by attending orientation and refresher training in relation to WHS policies and procedures, assist with regular safety audits; ensure all incidents/accidents are recorded in line with policies.
- Comply with all legal, professional, financial, and employment obligations and adhere to Marathon Health policies and procedure.

Other Duties

- Demonstrate and uphold our values at all times.
- Attend/participate in out-of-hours meetings and functions as required.
- Participate in staff activities and processes.
- Actively participate in annual performance planning and review activities.
- Other duties as directed from time to time.

Essential Qualifications and Registration

- Psychologists who have full and current registration to practice with AHPRA or;
- Social Workers holding an approved Social Work Qualification (Bachelor/ Master of Social Work) and who have both the following:

- completed additional mental health specific training or endorsement in mental health
- have met eligibility for membership with their Professional Body: Australian Association of Social Workers (AASW) or;
- Occupational therapists who have full and current professional registration to practice with AHPRA, and who have completed additional mental health specific training or have endorsement in mental health or;
- Division 1 Mental Health Nurses, who have completed additional training or who have relevant experience within mental Health e.g., with post graduate qualifications in mental health nursing or;
- Demonstrated extensive experience and advanced skills in the provision of holistic mental health care including working with families. Demonstrated experience in the leadership of multidisciplinary teams, including operational and clinical supervision, and an understanding of mental health/social and emotional wellbeing (SEWB) care for First Nations young people.

Our Values

Staff are expected to demonstrate our **ICARE** values:

Integrity & Trust

Collaboration & Innovation

Achievement & Excellence

Respect & Empowerment

Empathy & Understanding

Special Job Requirements

1. National Police Check with a satisfactory outcome and Working With Children Check clearance for paid work
2. NDIS Worker Screening check, qualifications and professional registration as applicable to this role
3. Eligibility to work in Australia
4. Valid Australian Drivers Licence

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 fulfil 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 _____

Print Name _____