



Position Summary –Senior Youth Mental Health Clinician

Location	Gladstone
Department	Clinical Services
Classification	SACS Award Level 6
Hours	Full Time, or Flexible Hours as negotiated (at least 0.6 FTE)
Term	Permanent Contract
Direct Employer	Roseberry Qld

The Senior Youth Mental Health Clinician is a key senior clinical position within Roseberry Qld (RQ), working across RQ’s Clinical Services in Gladstone: The Youth Enhanced Support Service (YESS) and headspace Gladstone (hG). These programs provide therapeutic interventions to young people aged 12 to 25 years, across the mental health spectrum under the stepped care framework. This includes brief and early intervention for mild to moderate mental health difficulties at headspace; to ongoing therapeutic support and clinical care coordination for young people who have, or are at risk of developing severe mental illness, and with complex needs (including self-harm and suicide risk), with the YESS program.

As the Senior Youth Mental Health Clinician, you will be responsible for the provision of clinical leadership and support to the multi-disciplinary team to deliver youth friendly, effective, flexible, developmentally appropriate, and evidence-based interventions to young people. In addition to providing direct clinical care and therapeutic intervention to young people, you will provide consultation and supervision to clinical staff, including overseeing case review processes across both programs, in conjunction with the headspace Gladstone Clinical Lead. You will also work collaboratively with key agencies and referral partners within the community, including Child and Youth Mental Health services.

Services are aligned with the Human Services Quality Framework, National Standards for Mental Health services, Child Protection Act 1999, and the headspace Model Integrity Framework, and delivered with a trauma informed, client-centred, strengths-based lens, ensuring delivery of quality evidence-based practice.

KEY RESPONSIBILITIES

The main responsibilities of the Senior Youth Mental Health Clinician are:

- Maintain a clinical caseload delivering evidence-based clinical services and therapeutic interventions to young people aged 12-25 who are experiencing mental health difficulties and/or psychosocial stressors; and working closely with their family and friends to ensure they are active participants in their care.
- Provide clinical leadership, consultation and individual supervision to YESS Clinicians and Mental Health Support Coordinators; as well as hG clinical staff as required, and in conjunction with the hG Clinical Lead, and advise the Clinical Practice Manager regarding the performance and professional development needs of staff as appropriate.

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- Monitor and lead the ongoing delivery and improvement of a high standard of recovery-orientated evidence-based care, including clinical services across the mental health spectrum and compliance with professional and healthcare standards, and in accordance with the RQ Clinical Governance Framework,
- Review referrals with an emphasis on determining service suitability and facilitating warm referrals as necessary.
- Undertake allocation of young people to clinicians and workers, considering clinician and worker capacity and skill set.
- Conduct risk assessments and management, and psychosocial assessments as required. Monitor high risk young people and ensure that appropriate assessment, management and follow up support/referral is provided.
- Facilitate case review meetings, supporting the monitoring of client caseloads, and provide clinical input and oversight of intake, allocation, and ongoing care of young people utilising a stepped care approach.
- Provide clinical advice, decision-making and escalation support.
- Provide orientation, clinical support, supervision, direction, and peer support to staff (and tertiary students where applicable) and foster a positive leadership/mentoring culture.
- Promote and adhere to ethical standards and best practice, including mandatory reporting of abuse/harm, privacy and confidentiality, management of risk, and child protection.
- Develop, review, and implement clinical documents and processes and participate in quality assurance activities in alignment with the headspace Model Integrity Framework and Human Services Quality Framework.

Reports To	Clinical Practice Manager
Direct Reports	Nil
Indirect Reports	headspace Gladstone staff Youth Enhanced Support Service staff
Internal Relationships	headspace Gladstone Clinical Lead headspace Gladstone Centre Manager Roseberry Qld staff RQ Management Team
External Relationships	Child and Youth Mental Health Service headspace Gladstone Consortia

SELECTION CRITERIA

Required

- Tertiary qualifications in Social Work, Psychology, Occupational Therapy or Nursing, and current full registration with AHPRA as a Psychologist, Clinical Psychologist, Mental Health Nurse or Mental Health Occupational Therapist, or AASW membership as an Accredited Mental Health Social Worker.
- Minimum 3 years post-qualifying experience in delivering mental health clinical treatment / therapeutic interventions in a mental health setting, preferably with young people (12-25), and their families/carers.
- High level knowledge and understanding of youth mental health, treatment planning, evidence-based interventions, and clinical practice, as well as demonstrated excellence in the practical application of such, in the areas of youth mental health.
- Experience in complex clinical triage (including identification and management of immediate clinical and/or safety concerns), assessment and referral; and working with young people who have self-

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harmed, attempted suicide or who have suicidal ideation and those with emerging and established mental illnesses and demonstrated ability to apply risk management strategies within a clinical context.

- Demonstrated experience in the leadership of multidisciplinary teams, including the provision of clinical supervision to allied health staff, and the facilitation of clinical case review processes.
- Proven ability to work autonomously, as well as creatively, collaboratively, and effectively as a member of a multi-disciplinary team.
- Highly developed communication (including written) skills including clinical note writing, care recommendations and facilitating effective client referrals.
- Demonstrated interpersonal skills showing an ability and sensitivity to work with people who have or are at risk of developing a mental illness, and the ability to engage with young people, advocate on their behalf and establish and maintain effective relationships with staff, young people, families/carers/kin, and stakeholders.
- Demonstrated understanding of the developmental issues for young people, their families, and carers.
- Excellent organisational and time management skills, including the ability to prioritise and manage multiple and competing work tasks and deliver to agreed deadlines.
- Proven track record in building and maintaining effective working relationships with a range of internal and external stakeholders.

Desirable

- Sound understanding of the public, non-government and private mental health systems and programs and associated non-mental health programs in a community setting.
- Demonstrated extensive experience managing clients with complex mental health needs.
- Evidence of training and experienced in relevant trauma informed, strengths-based practices.
- Ability to obtain a Medicare Provider Number and/or knowledge of MBS billing for Allied Health Staff

Personal Attributes

- High levels of professionalism, confidentiality, and discretion.
- Positive and collaborative team player, with leadership and coaching skills.
- Adaptability and flexibility to changing work environments and requirements.

WORKPLACE POLICIES AND PRACTICES

All Roseberry Qld employees and contractors are required to familiarise themselves with the organisation's policies and procedures and to always abide by them. It is always expected that employees and contractors will:

- Be respectful towards the organisation, colleagues, clients, and the general public.
- Support Roseberry Qld's vision and objectives and demonstrate the values of Roseberry Qld.
- Take reasonable care for their own health and safety, and that of others in the workplace.
- Maintain a current check for working with young people, as per the relevant state legislation.
- Undergo a current and satisfactory Police Check.
- Maintain a current driver's license and have access to their own vehicle.
- Maintain eligibility to work in Australia.
- Participate in a 6-month probationary period.
- Participate in annual individual performance reviews and professional development planning.

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Approved By

General Manager, Roseberry Qld

Date Approved

06/10/2023