
SENIOR CLINICIAN – FRONT END SERVICES

JANUARY 2021



Location:	Parkville
Division:	Clinical Service Innovation
Classification:	Health Professionals and Support Services Award 2020, Health Professional Employee Level 3
Employment type:	Full-time fixed term available until 30 June 2021
Position reports to:	Project Manager, Front End Redesign

1. POSITION SUMMARY

This is a unique opportunity to implement and trial a new system of access for youth mental health. The Front End Hub will provide a new, integrated point for young people and their families to access mental health support. It will provide initial phone/online based engagement, assessment and linkages to relevant services.

The Senior Clinician will provide leadership, daily operational management support and supervision to access staff within the Front End Hub. The Senior Clinician will also provide direct intake, assessment, care planning, referral, advice and consultation services to young people, their families/carers and community professionals/agencies.

2. POSITION CONTEXT

Orygen is the world's leading research and knowledge translation organisation focusing on mental ill-health in young people. Working side-by-side with young people, our partners and one another, we're redefining what's possible in global research, policy, education and clinical care. Find out more on our [website](#).

The Orygen Strategic Plan identifies developing, delivering and rolling-out best service models as a Strategic Priority, namely 'developing, implementing and evaluating an exemplar seamless integrated clinical service model for young people in the north and west region of Melbourne.'

This position focuses on the 'Front End' or initial contact, triage and assessment, care planning and decision making processes of a new regional model of care. A key part of this Front End Project is the implementation of a Front End Hub that will support and coordinate the North Western Melbourne youth mental health intake services operated by Orygen (including 5 headsapce centres). This position will work within the Hub to implement and trial innovative approaches to initial engagement with young people and families in youth mental health.

3. ABOUT ORYGEN

VISION	Young people to enjoy optimal mental health as they grow into adulthood.
MISSION	Reduce the impact of mental ill-health on young people, their families and society.
VALUES	Respect, accountability, teamwork, excellence & innovation
COMMITMENTS	Orygen has made a strategic commitment to partner with First Nations people of Australia, young people and their families, LGBTIQ+ people & culturally and linguistically diverse people

4. KEY RESPONSIBILITIES/OUTCOMES

The Senior Clinician – Front End Services will:

- Provide flexible and responsive intake, assessment and consultation services to young people, their families/carers, and professionals seeking services.
- Take a leadership role in the Front End Services, overseeing and refining intake/assessment and clinical services and assisting in monitoring professional practice, workload management and welfare of staff.
- Promote coordination of intake and referral processes across Orygen and Orygen headspace services.
- Manage intake, assessment and referrals processes for more complex and 'higher risk' young people and assist others in the team to do so.
- Assist in identification of professional development needs of staff and contribute to the maintenance of a positive team culture.
- Maintain accurate and timely case notes and records in approved database systems, and assist other staff to do so.
- Participate actively in Clinical Review Meetings and act as chairperson if required.
- Provide direct staff supervision as required, including students.
- Collaborate with research and evaluation projects as relevant.
- Promote positive working relationships between the Front End Hub and other relevant Orygen and external services.
- Assist with Front End process and policy development as required.
- The role may incorporate other activities across the clinical service as directed by the Front End Redesign Project Manager.
- Any other duties as reasonably requested that are commensurate with the level of responsibility of the position.

5. SELECTION CRITERIA

The following criteria must be met for consideration for this position:

5.1 Essential

- Approved tertiary qualifications in a relevant discipline. (Psychology, Social Work, Occupational Therapy, Nursing).
- Provisional or full registration with AHPRA or AASW (or eligibility for).
- Passion, energy and determination to make a difference to health outcomes for young people.
- Extensive experience in the planning and provision of mental health care, including completion of mental health assessments, crisis intervention, psychoeducation and short-term treatment interventions to young people experiencing mental health and/or substance use, and/or other social difficulties, including current evidence-based approaches.

- Ability to be self-motivated and directed, demonstrating a sound ability to proactively oversee and make decisions in relation to the intake/assessment services and young people's suitability for ongoing treatment/support services at the centre.
- Demonstrated willingness to provide innovative, person centred approaches to youth mental health.
- Demonstrated competency to work with electronic medical record systems and other health related IT systems.
- Demonstrated capacity to problem solve effectively and work creatively with young people, particularly within an early intervention framework.
- Developed skills in decision-making, problem-solving and risk management.
- Demonstrated ability to work effectively in a multi-disciplinary team in a health setting and to provide leadership and supervision to staff and students.
- Commitment to supporting clinical research within the service.

5.2 Desirable

- Experience in developing and delivering innovative approaches to mental health service delivery.
- Demonstrated critical thinking skills and problem solving ability in relation to health systems.
- Experience working with, and an understanding of the role of, peer support workers in a mental health setting.

6. PROFESSIONAL AND ORGANISATIONAL KNOWLEDGE

The Senior Clinician will be expected to have:

- Knowledge and support of the frameworks of early intervention, de-stigmatisation, diversity, inclusion, and non-discrimination.
- Knowledge of the common mental health, substance use and social problems faced by young people and the indicated evidence-based treatment/support options for these.
- Highly developed risk assessment and management skills.
- Well-developed knowledge and understanding of relevant legislation, government policies and strategic directions in relation to mental health and alcohol and other substances, particularly as it relates to young people.
- A breadth of understanding of the different types of organisations involved in mental health and drug and alcohol service delivery to young people.
- An understanding of and commitment to ethics and confidentiality issues, particularly in relation to the health and allied-health professions.
- Excellent computer skills with a demonstrated ability in word processing, PowerPoint and databases as required.

7. SPECIAL REQUIREMENTS

- Unrestricted right to live and work in Australia
- A current National Police Check will be required.
- Any offer of employment is conditional upon receipt and maintenance of a satisfactory Working with Children Check.
- Occasional out of hours work may be required.
- Some evening and/or weekend work may be required.
- You may be required to work across more than one of Orygen's sites, which are currently located within the north and west of Melbourne.