

INNOVATION IMPLEMENTATION LEAD

JULY 2021



Location:	Parkville with flexibility to work remotely
Division:	Clinical Services Reform
Salary range	\$110,000 - \$140,000 p.a. (commensurate with skills and experience) plus superannuation and access to salary packaging
Employment Type:	Part-time/Full-time (0.8 – 1.0 FTE) fixed term position available until 30 June 2022
Position reports to:	Director – Clinical Services Reform

1. POSITION SUMMARY

The Innovation Implementation Lead will progress the development, implementation and evaluation of service components of a new system of mental health and wellbeing for young people aged 12 -25 years in the North Western Melbourne region. This involves working closely with the Orygen led headspace centres, Orygen Specialist Program (OSP) and a range of service delivery partners. The Innovation Implementation Lead will drive key administrative, operational and consultation processes, with support from members of the Regional Model Steering Committee and the Director - Clinical Services Reform.

The role provides high-level project management for the establishment of a variety of projects being undertaken by Orygen Clinical Services. These projects include the Lived Experience Workforce, Community Engagement and Development, Front End Redesign, Integrated Service Hubs, Digitally Enhanced Care, Youth Prevention and Recovery Centre (Y PARC), Hospital in The Home (HiTH), and the Hospital Outreach Post Engagement (HOPE) program.

The Innovation Implementation Lead reports to the Director - Clinical Services Reform and will participate in the Leadership Group when appropriate and will also participate in other key committees. The Innovation Implementation Lead will also report to the Orygen Strategic Executive and Program Leadership Team when appropriate.

2. POSITION CONTEXT

Orygen delivers cutting-edge research, policy development, innovative clinical services, and evidence-based training and education for the mental health workforce to ensure that there is continuous improvement in the treatments and care provided to young people experiencing mental ill-health.

We are a complex organisation. Our activities and workforce are diverse and include:

- Five headspace centres in Craigieburn, Glenroy, Melton, Sunshine and Werribee that deliver primary clinical services to young people and are operated by Orygen.
- The Centre for Youth Mental Health, a University of Melbourne research and teaching department that is wholly seconded into Orygen. Centre staff are provided with Orygen email addresses and have the use of Orygen systems.

- Orygen Specialist Program (formerly referred to as Orygen Youth Health Clinical Program), a tertiary clinical service that is currently operated by North Western Mental Health, co-located with us at Parkville, Sunshine and Glenroy and also operating at sites in Footscray, and Wyndham. Whilst not under the governance of Orygen, Orygen Specialist Program works in close partnership with us.
- Orygen Digital, which develops and rolls out online clinical platforms that are fully integrated with 'in-person' clinical services.
- A training and development unit providing online and face to face training for the mental health workforce both nationally and internationally.
- A policy think tank drawing on Orygen's research and clinical expertise and partnering and collaborating with key content experts from Australia and around the world to advise government policymakers.
- Centralised professional support functions enabling the organisation to achieve strategic and operational objectives.

The Orygen Strategic Plan 2019-2022 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 progressing the establishment of nine service components in the North Western Melbourne region, which is part of a new model of mental health care across the region. This will involve utilising advanced project management and clinical knowledge to inform progressing a number of key projects, managing relationships with a broad range of internal and external stakeholders, and facilitating processes and lead change management to deliver and integrate key components of the new Service components.

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, Excellence, Innovation, Teamwork.
COMMITMENTS	First Nations people of Australia, young people and their families, LGBTIQ+ people & culturally and linguistically diverse people.

4. KEY RESPONSIBILITIES/OUTCOMES

The Innovation Implementation Leads will:

- With support and oversight by the Director - Clinical Services Reform, undertake activities that progress the components of the broader Regional Model Implementation Plan.
- Review and document the existing evidence, national and international practices to inform the development of new service components, processes and tools and make recommendations to the Regional Model Steering Committee for consideration.
- Engage, establish and maintain effective partnerships with external stakeholders to promote and gain input into the development of Service components from relevant areas of the sector.
- Provide operational and strategic advice and documentation in the development of a comprehensive service delivery model for the clinical service projects, ensuring that the service model for the projects are co-designed, client focused, accessible, responsive, and consistent with evidence and research findings from Orygen and other sources, and compliant with the National Standards for Mental Health Services.
- Responsible for ensuring that the funding deliverables, KPIs, and timelines are met, the provision of safe and appropriate facilities and infrastructure, and service planning and development is consistent with Orygen's strategic plan.
- Actively involve young people and families in the co-design, co-implementation and evaluation of the new service components and models of care.
- Coordinate a range of consultations, workshops, working parties, steering committees or project control groups to develop and implement service components and explore options to enhance

systems and processes including shared care protocols, integrated care plans, and case review processes with young people.

- Facilitate a close interface with all functional areas of Orygen and work closely with the Orygen Clinical Leadership and Research Leadership Teams and Orygen-led headspace and Orygen Specialist Program Managers to design and implement new service components and systems that facilitate seamless access and service provision to young people.
- Support various digital and technology solutions to facilitate better experiences and outcomes for young people and provide practical support and guidance to the Regional Model Steering Committee on the preferred options for implementation.
- The provision and development of resources, processes, policies and protocols that are required to progress the implementation of Service components.
- Support the development and delivery of any service development and workforce development activities, including planning resources or identified training requirements.
- The provision and development of resources that facilitate evaluation processes and data collection that are relevant to implementing Service components services for young people with mental health needs.
- Provide regular supervision and support to any Project Workers that may be part of the implementation team.
- Implement change management and communication processes to support and involve staff, young people and families/carers in service development.
- Work with the Service Managers to ensure that staff selection, recruitment, development, support, and management policies and practices within the area maintain high professional and clinical standards.
- Provide senior clinical coverage as required to support Orygen led services (e.g. backfill positions or functions to support implementation of Service components activities).
- Support and adhere to Orygen's vision and strategic direction and adhere to all Health Services Occupational Health and Safety (OHS) and workplace policies and procedure
- Any other duties as reasonably requested.

5. SELECTION CRITERIA

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

Essential

- Tertiary qualifications in allied health or health related discipline
- A minimum of 5 years of experience in clinical practice within the mental health field, including with young people experiencing mental health disorders
- Experience in triage, assessment, treatment planning and integrated service provision in youth mental health
- Demonstrated experience in Project Management, including ability to conceptualise, develop, plan, prioritise and complete tasks by deadlines
- Demonstrated experience in management of teams and programs
- Ability to manage budgets, staffing, infrastructure and all operational tasks within a mental health program
- Highly developed organisational, administrative and time management skills
- Well-developed interpersonal and communication skills (verbal and written)
- Experience in working collaboratively and developing effective internal and external relationships
- Ability to take initiative, with advanced problem-solving capabilities
- Ability to work independently and effectively within a multidisciplinary team
- Knowledge of the mental health system of care and in particular within a youth mental health context
- Well-developed computer skills, in particular Microsoft Office

5.1 **Desirable**

- Experience working alongside youth and family participation processes
- An understanding of the current policy context for youth mental health nationally

Innovation Implementation Leads will be expected to have:

- Previous working knowledge of mental health issues faced by young people, and evidence-based treatments for mental ill health in young people.
- Knowledge of substance use and other health and social problems faced by young people and the indicated evidence-based treatment/support options.
- 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.
- The ability to utilise clinical judgment and raise clinical and operational issues of concern and implement risk mitigation strategies as required
- Previous knowledge of and work within the framework of early intervention, de-stigmatisation, diversity, inclusion, and non-discrimination.
- An understanding of and commitment to ethics and confidentiality issues, particularly in relation to the health and allied-health professions.
- Proficient computer skills with a demonstrated ability in word processing, PowerPoint and database programs, as required.

6. 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.
- In line with Government guidelines, this position may need to be based at home during certain periods. As such a reliable internet connection will 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.
- You may be required to travel interstate or intrastate on occasion.

7. ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

Name:	
Signature:	
Date:	