



## POSITION DESCRIPTION

Position Details	
Position title	Mental Health Clinician - Youth Enhanced Service
Reports to	Clinical Lead
Classification	Health Professionals and Support Services Award
Employment type	Full Time or Part Time

*Youturn is an equal opportunity employer and committed to diversity by striving to create an environment that reflects the many different cultures, ideas, perspectives and experiences, as well as a workforce that represents the communities that we serve.*

### Youturn Youth Support

Youturn is a not-for-profit organisation that started in 1989 to help address youth homelessness in Noosa. Since then, the organisation has grown and evolved, and now provides health and social services to over 6,000 young people and their families annually, to assist them in achieving their full potential.

Our programs and services are available to people on the Sunshine Coast, Darling Downs, Moreton Bay and Wide Bay regions. These services have the prime objective of delivering the organisation's mission to support young people in their time of need to live a healthy and meaningful life.

The services Youturn provides traverse across the following core focus areas:

#### Child Safety

Through the provision of Child Safety Programs, Youturn supports young people and families who have been affected by a range of unique challenges that have the potential to impact on their safety. Through the delivery of Child Safety services Youturn supports; children who cannot remain living safely with their parents and vulnerable families to help them to maintain the family unit.

#### Homelessness

Providing crisis and temporary supported accommodation through dedicated staff working with young people whose living conditions make it intolerable to remain at home and young families who can't afford secure and appropriate housing.

Current version no	1	Date created	May 2023	Next review date	July 2024
Created by (position title)		People & Culture Advisor			
Created by (Name of focus area/support service)		People & Culture			



## Mental Health

Youturn is the lead agency of five headspace centres across Southern Queensland that focus on early intervention for young people through a range of services.

## StandBy

StandBy is Australia's leading suicide postvention program dedicated to assisting people and communities bereaved or impacted by suicide. StandBy provides free face-to face or telephone support by local caring staff, committed to the wellbeing of the person or group impacted. The program provides a central point of coordination, connecting people to the various supports they may need through referrals to services, groups and organisations within their local area.

You'll find out more about Youturn at [youturn.org.au](https://youturn.org.au)

## Values Statement

Supporting young people in their time of need, is at the heart of what we do at Youturn. Our organisational culture is built on **trusting relationships** that are meaningful and inclusive. We **listen to understand**, we **embrace diversity** and we offer a **safe space free from judgement**.

To ensure our young people receive **individualised support**, we invest in team members who embody our values to foster a collaborative culture of excellence.

## Position Summary

The purpose of the Mental Health Clinician position is to effectively engage and provide evidence based psychological interventions and care coordination for clients and their family and friends that contact or are referred to the funded service.

As one of the first contact points for young people accessing the funded service, the Mental Health Clinician will need to build a positive rapport with a wide range of clients, as well as their family and friends.

The Mental Health Clinician will need to be skilled in assessing a young person's needs, including

Current version no	1	Date created	May 2023	Next review date	July 2024
Created by (position title)	People & Culture Advisor				
Created by (Name of focus area/support service)	People & Culture				



complex risk assessments and the ability to action a plan to mitigate any identified risk. Clinicians will participate in regular clinical supervision and will be required to present and discuss cases with the clinical care team.

The Mental Health Clinician will work as part of a multidisciplinary team, including core clinical workers, and contracted clinical workers (General Practitioners and Allied Health Practitioners). They will also work closely with local community and partner with youth and health services to provide holistic and integrated care.

## Experience, Qualifications & Other Requirements

### Essential

- Tertiary qualifications in Social Work, Occupational Therapy, Psychology or Mental Health Nursing, Mental Health Counsellors or Psychotherapists whose skills, training and experience are equivalent to the requirements outlined within the Australian Counselling Association Scope of Practice Guidelines at a minimum Level 3 or above or service providers with specialist postgraduate qualifications in relevant mental health clinical fields (e.g.; Masters of Family Therapy, Masters of Addictive Behaviours).
- Experience undertaking comprehensive mental health/risk assessments.
- Demonstrated ability to engage with young people, their families and significant others.
- Skills in delivery of therapeutic psychological interventions and care coordination with young people and their families.
- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders. To maximise service coordination and capacity building with community agencies.
- Demonstrated ability to work effectively in a team and follow established processes that focus on early intervention, engagement, responsiveness and recovery of young people.
- Prior experience or at a minimum demonstrated commitment to working respectfully with Aboriginal and Torres Strait Islander and culturally and linguistically diverse clients, communities, staff and Aboriginal Controlled Organisations.
- Demonstrated capacity and willingness to adhere to legislation, Youturn policies and procedures and a commitment to EEO, WHS, Risk Management and Quality Improvement practices.
- Current 'C' class Open drivers' licence.
- Current Working with Children Check issued by the relevant State or Territory.
- Hold, or be eligible to apply for, a Licensed Care Suitability Check issued by the Department of Child Safety, Youth Justice and Multicultural Affairs.
- Youturn requires all its workplace participants to be fully vaccinated against COVID-19 with an approved COVID-19 vaccine, according to up-to-date health advice from the Therapeutic

Current version no	1	Date created	May 2023	Next review date	July 2024
Created by (position title)	People & Culture Advisor				
Created by (Name of focus area/support service)	People & Culture				



Goods Administration (TGA) or a State or Federal Government; or provide a valid exemption certificate.

### Personal Attributes

- High levels of professionalism, confidentiality and discretion.
- Positive and collaborative team worker.
- Adaptability and flexibility to changing work environments and requirements.

### Desirable

- Knowledge of local youth/health sectors.
- Knowledge and understanding of trauma informed practice.
- Knowledge of the Youth Enhanced Service Model – Orygen

## Key Responsibilities

### Assessment and Intervention

- Provide evidence based clinical interventions and psychological interventions to support young people presenting with a range of support needs.
- Relate to young people in a manner which is relevant and appropriate to their developmental and cognitive level of functioning and provide services in a youth friendly manner.
- Conduct bio-psycho-social assessments of young people presenting to the service and risk assessments as required throughout an episode of care, including assessment of suicide and violence risk, developing action plans to mitigate any risks and providing follow up support, intervention and referrals as needed. High risk young people must be promptly reported to the Clinical Lead for appropriate action.
- Carry out assessments, case planning, delivery of therapeutic and/or psychoeducational interventions and care coordination for young people and their families.
- The opportunity to develop and co-facilitate psychoeducational, psychosocial and therapeutic group programs.
- Monitor young people for critical changes and initiate appropriate emergency procedures.
- Refer young people to internal and external services as appropriate and provide follow up support.
- Facilitate and monitor the integration and coordination of care to young people, including active participation in care review meetings.
- Participate in outreach (travel), telehealth and home visit modes of service delivery for young people and their families.
- Participate in the access and intake system, answering phone calls and enquiries, screening and assessing needs, prioritising, and making appropriate follow up appointments and referrals.

Current version no	1	Date created	May 2023	Next review date	July 2024
Created by (position title)	People & Culture Advisor				
Created by (Name of focus area/support service)	People & Culture				



- Maintain up to date clinical records and comply with data collection standards.
- Ensure that electronic medical records are maintained in line with agreed protocols.
- Ensure effective communication with, and involvement of young people and their families and friends in the delivery of service.

### Community Engagement

- Contribute to community engagement to represent the funded service and promote the centre's services at community awareness events.

## General Duties

- Build and maintain effective relationships with key stakeholders involved in the provision of health, mental health and psychosocial services to young people.
- Develop and maintain positive and effective working relationships to positively represent the funded service to the public, community, government and other organisations.
- Participate in clinical supervision as an essential part of effective service delivery and accountability to clinical work.
- Attend, participate and present at regular clinical case review and intake meetings.
- Participate in relevant training and development activities as an effective team member.
- Other duties consistent with the position where required and/or requested by management from time to time.
- Work closely with the funded service team to ensure that the views of young people and families are integrated into service planning and service delivery.
- Perform other reasonable duties as directed, that are within the employee's skill, competence, training and scope of the employee's award classification.
- This role requires some flexibility of hours and participation in a rostered system for extended service hours.

## Selection Criteria

Below are the essential (unless otherwise indicated) demonstrable experience a person requires in order to successfully fulfil the responsibilities of this position. An applicant must provide specific information and/or examples of how you can meet each of these criteria in your application in order to be considered for this position.

Current version no	1	Date created	May 2023	Next review date	July 2024
Created by (position title)	People & Culture Advisor				
Created by (Name of focus area/support service)	People & Culture				



- Knowledge and understanding of mental health, evidence-based interventions and clinical practice as well as demonstrated excellence in the practical application of such, in the areas of youth mental health and alcohol and drug use.
- Demonstrated ability to undertake initial screening activities and a comprehensive bio-psycho-social assessment to determine care needs and provide appropriate follow up support.
- Experience in the delivery of therapeutic and psychological interventions, counselling services and treatment planning.
- Highly developed communication (including written) and interpersonal skills, and the ability to engage with young people, advocate on their behalf and establish and maintain effective relationships with workers, young people, carers and stakeholders.
- Demonstrated ability to develop and deliver individual or group based skills training activities to assist young people's psychosocial functioning (eg life skills, anger management, problem solving, conflict resolution, etc).
- Demonstrated ability to apply risk management strategies within a clinical context.

*I have read and understood the contents of this position description and in signing below and initialing each page of this description, agree to be bound by the terms and conditions contained within the Contract. **Please retain one copy of this description for your records.***

*I accept the Position Description as stated above and that the Position Description may need amending and updating periodically due to changes in responsibilities and organisational requirements. Changes to position descriptions will be in accordance with the position classification and consistent with the purpose for which the position was established.*

Name and surname		Signature		Date	
------------------	--	-----------	--	------	--

Current version no	1	Date created	May 2023	Next review date	July 2024
Created by (position title)	People & Culture Advisor				
Created by (Name of focus area/support service)	People & Culture				