
SENIOR CLINICIAN - SUPERVISOR

NOVEMBER 2023



POSITION SUMMARY

Location:	Hybrid work – Perth WA/ Or Brisbane office and work from home		
Functional area:	Orygen Digital		
Classification/ Salary:	Health Professionals and Support Services Award 2020, Health Professional Employee, Level 3 + 11% super + access to \$15,900 NFP salary packaging		
Job level:	Level 3		
Reports to:	Clinical Services Manager, Orygen Digital		
Employment type:	Full/part time (0.6 – 1.0 FTE)		
Employment length:	Contract until December 2024		
Direct reports	5-10	Indirect reports	-

POSITION PURPOSE STATEMENT

The Senior Clinician will manage the delivery of clinical support on the MOST platform. The Senior Clinician will oversee a large team of clinicians, peer support workers and vocational specialists who engage with young people 12 – 25 yrs old across the MOST platform and support their clinical outcomes.

This position will provide clinical supervision and will train, monitor and support this workforce to ensure the delivery of high-quality and safe practice. The Senior Clinician will also provide significant input on the continued development of the MOST application and service model and associated materials as required, while providing input on its implementation within clinical settings. There is also some complex clinical work required within this role.

About Orygen Digital

Orygen Digital, the digital mental health division of Orygen, develops, evaluates, and disseminates engaging and evidence-based interventions, such as MOST, that integrate with current national and international service delivery models for young people and their families.

POSITION FOCUS

	Key responsibility area	Percentage
1	Clinical Work	40%
2	Service Development	30%
3	Clinical Supervision	25%
4	Implementation Support	5%

POSITION KEY RESPONSIBILITY AREAS

<p>1. Clinical Work</p> <ul style="list-style-type: none"> Senior Clinicians will be expected to carry an allocation of complex young people on both platforms and to manage the escalation of complex young people and support clinicians and moderators with all risk that emerges on MOST. Negotiate and liaise with external services, emergency depts and triage, protective services and police around complex presentations. The position may require provision of online support/therapy to young people as required. <p>2. Service Development</p> <ul style="list-style-type: none"> Identify and contribute to innovation in service delivery ensuring the team continually adds value. Participate in refining the moderation model across the platform including updating the clinical model procedures and manuals as required. Provide input on the continued refinement and application of the MOST service model based on clinical expertise and experience of team. <p>3. Clinical Supervision</p> <ul style="list-style-type: none"> Provide regular clinical supervision to clinicians, peer support workers and vocational specialists in both group format and on an individual basis. Provide induction and ongoing training and mentorship to staff including development of required materials and professional development plans. Develop and evaluate quality improvement and professional standards (including risk and safety protocol). Maintain professional knowledge of evidence-based clinical interventions in the treatment of mental health and substance use disorders, including via digital interventions. Provide strategic direction and clinical advice to both junior and senior psychologists and mental health clinicians. Ensure adherence to medicolegal and ethical requirements. Manage the recruitment and selection process of new clinical team members in line with a continually growing team. Work within the agreed boundaries of confidentiality and take responsibility for reporting any serious issues to the Clinical Services Manager and informing clinicians when such a circumstance arises. <p>4. Implementation Support</p> <ul style="list-style-type: none"> Highlight and solve potential challenges in the implementation of MOST in clinical settings. Support the development, review and update training materials to ensure fit-for purpose for use with services. Regularly liaise and work with clinicians and clinical champions within Orygen services to ensure the successful implementation of the MOST. <p>Other</p>
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- Comply with and support others to comply with Orygen's policies and procedures, including taking appropriate action to hold others accountable and promote a workplace culture that is safe, diverse and inclusive.
- Any other duties as reasonably requested that are commensurate with the level of responsibility of the position.

EDUCATION / QUALIFICATIONS

<p>Essential</p>	<ul style="list-style-type: none"> • Tertiary qualifications in and current registration with one of the following allied health fields: <ul style="list-style-type: none"> ○ Psychologists: General Registration with the Psychology Board of Australia (AHPRA). ○ Occupational Therapists: Registration with AHPRA and the Occupational Therapy Board of Australia. An approved degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy. ○ Registered Psychiatric Nurses: Registration with AHPRA and the Nursing and Midwifery Board of Australia. Bachelor's degree in Psychiatric/Mental Health Nursing or equivalent, or bachelor's degree in nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing. ○ Social Workers: An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.
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EXPERIENCE / SKILLS

<p>Experience / skills</p>	<ul style="list-style-type: none"> • Experience working with a youth-specific mental health service (such as CYMHS, CAMHS or ELMHS). • Experience supervising psychologists, social workers, and allied mental health professionals. • Demonstrated ability to build and lead a team to deliver a high standard of client care and support. • Demonstrated understanding of contemporary clinical practices, health practice legislation and professional ethical standards. • Experience working in a multidisciplinary team setting and providing support to the functioning and operations of the team. • Experience training and mentoring clinical staff. • Proven ability to develop quality materials that support clinical practice and onboarding. • Highly developed oral and written communication. • Experience and knowledge of the mental health systems in WA or QLD will be highly regarded. • Experience delivering and supervising digital, telehealth and telecare service delivery. • Experience with training and supporting a mentor program.
<p>Personal attributes</p>	<ul style="list-style-type: none"> • Excellent interpersonal skills and solid leadership experience. • A capacity to work independently in a fast-paced environment, work to appropriate timelines and demonstrate problem solving and risk management abilities. • Passion for novel agile digitally enabled models of mental health care for young people. • Experience balancing organisation requirements and the needs and perspectives of young people.

KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none"> • Clinical Service Manager, Orygen Digital • Head of Clinical Services, Orygen Digital • Head of Operations and Strategy, Orygen Digital • Administration and Operations Officer, Orygen Digital
External	<ul style="list-style-type: none"> • CAMHS • Headspace Centres in WA or Qld

SPECIAL REQUIREMENTS

<ul style="list-style-type: none"> • 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. • Successful applicants will be required to provide proof of COVID-19 vaccination prior to commencement. • 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. • 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. • After hours will be required and weekend work will be required – some shifts are 12pm – 8pm AWST.

SAFETY, HEALTH AND WELLBEING RESPONSIBILITIES

<p>Employees are required to comply with all workplace health, safety and wellbeing policies and procedures of Orygen.</p> <p>In addition, employees are expected to:</p> <ul style="list-style-type: none"> • Promote and demonstrate Orygen’s high standards in relation to health, safety and wellbeing, championing a culture of safety in the workplace. • Take responsibility for their own safety, health and wellbeing and for their colleagues and others they work alongside, as far as they are able. • Follow policies, training and guidelines related to Workplace health, safety and wellbeing, including reporting of unsafe work practices, incidents, hazards and near miss events. • Be committed to promoting and protecting the safety and well-being of all children and young people and embedding safeguarding practices into all our programs and services.
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ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

Name	[insert name]
Signature	[insert signature]
Date	[insert date]