

Position title	Team Leader Continuing Care Team	Reference	EP:TL.CCT.DWN
Reporting to	Operations Manager Intensive Mental Health Services	Location	Darwin
Division	Mental Health	Section	headspace Darwin, Early Psychosis
Approved	Executive Manager Mental Health	Date	October 2020

Organisation Statement

Anglicare NT is a respected provider of quality human services across urban, regional and remote areas of the Northern Territory. We demonstrate our values of Hope, Kindness, Respect, Fairness and Integrity through strength-based practice, cultural respect, child safety, social justice, community development and partnerships. Anglicare NT is an agency of the Anglican Diocese of the NT, formed to respond to the social needs of our diverse communities.

Purpose of the Position

As the Team Leader Continuing Care Team within Early Psychosis, you will be responsible for the leadership, coordination and delivery of treatment provided by the Continuing Care Team. The Team Leader CCT will lead and work closely within a multidisciplinary team including psychiatrists and general practitioners (GPs) to facilitate the provision of coordinated clinical care, case management and treatment. Clinical case management will be flexible, provide outreach and have a youth and family focus with a strong emphasis on engagement. You will ensure the core components of the Australian Early Psychosis Program (AEPP) model are delivered, including; collaborative case formulation and treatment planning, risk assessment and management, psycho-education, coordination of external services, facilitation of linkages with relevant functional recovery programs and the delivery of evidence-based psychological interventions.

In this role, you will be well supported through an outcome-orientated multi-disciplinary team structure with opportunities for professional development. You will uphold the values of Anglicare NT and provide quality services within the scope of the position and associated delegations.

Selection Criteria

Position specific requirements

1. Approved tertiary qualifications in a relevant allied health discipline and current membership with AHPRA, or membership of and adherence to the AASW standards for social workers. Postgraduate qualifications in adolescent mental health or equivalent training preferred.
2. Demonstrated excellent mental health clinical skills in engagement, assessment, holistic treatment provision to young people and families presenting with a range of emotional, social or developmental difficulties, including psychosis and alcohol and other drug difficulties.
3. Demonstrated advanced practice skills in the delivery of CBT for psychosis and other mental health difficulties and leading and supervising staff to deliver therapeutic intervention with a mental health team.
4. Demonstrated passion and commitment to improving the social and emotional wellbeing of young Aboriginal people and their families.
5. Demonstrated ability to work within structures of supervision and clinical accountability in line with the National Standards of Mental Health Services and all relevant NT legislation and service procedures.
6. Excellent interpersonal skills with the ability to consult, support, and collaborate with young people, family members, members of the general community and other professional.
7. Ability to function independently and seek guidance and support when necessary as part of a multidisciplinary team with a "can do" attitude with a positive hopeful and optimistic outlook.
8. Ability to maintain the philosophy, standards and policies of the AEPP model of care, to promote the recovery of young people, and to create a team culture underpinned by hope, optimism and a recovery framework

General Criteria

1. Demonstrated commitment to work respectfully and inclusively with Aboriginal and Torres Strait Islander and culturally and linguistically diverse people.
2. Demonstrated adherence to legislation, policies and procedures and a commitment to EEO, WHS, risk management and quality improvement practices.
3. Northern Territory Working with Children Clearance (Ochre Card).
4. National Police Criminal History Report (less than three months old) with acceptable outcome.
5. Ability to meet 100-point ID and additional visa / overseas work compliance measures.

6. Northern Territory Driver's Licence.
7. First Aid Certificate (or willingness to obtain within agreed timeframe).

Key Responsibilities

1. Clinical

- Work with Intensive Mental Health Service Leadership Team to ensure the provision, co-ordination and delivery of the Early Psychosis program is of a high quality, evidence-based and in line with the AEPP model of care in the treatment of young people experiencing symptoms of psychosis.
- Provide leadership, clinical and line management coordination of evidence-based psychological interventions for symptoms of psychosis and co-occurring mental health difficulties experienced by young people and their families.
- Provide timely clinical consultation, supervision and training of clinical and non-clinical staff within the Early Psychosis Program and more broadly across headspace sites where required and this is incorporated into treatment planning alongside young people and their families and supports.
- Provide a youth friendly family inclusive service to young people who are experiencing symptoms of psychosis.
- Lead weekly multidisciplinary clinical review meetings to ensure clinical recommendations are documented, put into practice and to share learning within the team.
- Practice in accordance with the relevant standards of clinical care as appropriate for discipline specific activities, professional development activities and supervision.
- Manage clinical risk and actively work towards supporting staff in safety planning and to ensure risk concerns and complex clinical matters are escalated to the Operations Manager Intensive Mental Health Services and Clinical Director as required and as per local work procedures.
- Assist in any evaluation processes including the collection, recording and analysis of data. Enter data in the electronic medical records so that reporting systems are utilised including the minimum data set (MDS) for all clients.

2. Leadership, Communication and Team Work

- Work with the leadership team in the provision of leadership within the Early Psychosis teams and more broadly across headspace Darwin.
- Lead a team and senior staff to continually identify quality improvement opportunities for the development of best practice within a recovery-based framework.
- Successfully lead an experienced team of staff who are engaged, youth-friendly, responsive, empathic and optimistic. Engage in a working environment conducive to a high standard of contemporary evidence based clinical practice.
- Demonstrate positive team behaviours that contribute to a high performing, engaged, youth focussed and family inclusive, optimistic and hardworking team.
- Actively support young people and families in collaboration with the treating team in the management and treatment of recovery focussed treatment and managing clinical risk within a supportive, comprehensive clinical mental health service.
- Ensure targets are met and assist in any evaluation processes including collecting, recording and analysis of data. Ensure that the team completes minimum data sets (MDS), statistical and/or outcome measurement tools as required along with the completion of all clinical documentation.
- Be involved as required in any approved research and clinical activities in such a way that any research findings are incorporated into the recovery practice of the staff and can be disseminated to other services.
- Represent headspace Early Psychosis and the wider headspace Darwin service at various community forums and organisations, support the operation of any service level agreements and actively promote and develop early intervention and first episode psychosis principles.
- Collaborate with professionals from other disciplines across all headspace Darwin and Anglicare NT services and other agencies and engage in partnership development that expands the range of services and access to services for young people with early psychosis and their families.
- Be available as required to ensure resources and rosters are sufficiently flexible and efficient to meet workflow demands and assertive engagement of young people and families, inclusive of extended/out of hours work.
- This may include backfill in the wider headspace services (Darwin and Katherine) for other clinicians on leave or to assist with functional recovery groups.

General Requirements

- Comply with Federal, NT and Local Government legislation, regulations, permits and / or by laws.
- Adhere to delegations, code of conduct, policies, procedures and general conditions of employment.
- Work within contract, program / project parameters and scope of practice.
- Comply with program guidelines, work plans, budget, data and reporting requirements.
- Comply with WHS requirements – remain vigilant and contribute to a safe working environment.
- Embrace organisational values, work cooperatively and help sustain a respectful workplace.
- Support and mentor work colleagues by sharing your skills, knowledge and strengths.
- Help implement our Reconciliation Action Plan and build an inclusive and culturally competent workforce.
- Maintain confidential client, staff and organisational information in line with requirements.
- Keep up to date with workplace communications, staff meeting records and the intranet.
- Contribute to planning, evaluation and continuous quality improvement activities.
- Participate in supervision, performance reviews and undertake approved training.
- Maintain attendance, payroll and leave records in accordance with procedures.

Delegation of Authority

As per Board approved Delegation of Authority Schedule and aligned position classification (noting content will updated from time to time).