

JOB DESCRIPTION

Clinician

ABOUT UNITING

Our purpose: To inspire people, enliven communities and confront injustice.

Our values: As an organisation we are **Imaginative, Respectful, Compassionate and Bold.**

At Uniting, we believe in taking real steps to make the world a better place. We work to inspire people, enliven communities and confront injustice. Our focus is always on the people we serve, no matter where they are at in their life.

Our services are in the areas of aged care, disability, child and family, community services, and chaplaincy and we get involved in social justice and advocacy issues that impact the people we serve. As an organisation we celebrate diversity and welcome all people regardless of disability, lifestyle choices, ethnicity, faith, sexual orientation or gender identity. We commit to respecting children and take action to keep them safe.

Uniting is the services and advocacy arm of the Uniting Church NSW & ACT and as such Uniting leaders understand, support and can express the mission and purpose of the Uniting Church.

ABOUT THE ROLE

Role Purpose

This role is responsible for the provision of comprehensive, evidence-based clinical care coordination, psychological and psychosocial interventions consistent with the model of care. The Clinician will be responsible for individual and group-based therapy. They will support consumers in their psychosocial recovery aiming to optimise functioning of Residential Aged Care residents and consumers in their own homes to continue living with dignity.

ROLE KEY ACCOUNTABILITIES

You will be an integral member of the United Recovery team through the following:

- Maintain a high standard of conduct and work performance based on Uniting's values to promote our reputation with key internal and external stakeholders.
- Ensure integration and collaboration across Uniting programs to deliver seamless and impactful end to end services with the client at the centre.
- Actively engage and participate in the performance management framework and review processes at Uniting.
- Act in a manner which upholds and positively reflects the Uniting Code of Conduct and Ethical Behaviour.
- Contribute to a culture of openness, feedback and productivity.

- Model, communicate and act in ways that are consistent with our values of Bold, Respectful, Imaginative and Compassionate.
- Take care of the safety of yourself and others at all times and undertake work in a safe manner in accordance with policies, procedures and instructions (written or verbal) and in adherence to WHS policies and procedures.
- Actively contribute to a safe and supportive working environment that is inclusive of all staff through celebrating their nationality, cultural background, LGBTI status, abilities, gender and age.

As a Clinician, your role specifically will:

- Work as a part of the multidisciplinary team to ensure participants are identified and have access to the services in a timely manner.
- Participate in the processing and triaging of referrals.
- Discuss suitability of referrals for the service.
- Provide clinical services to consumers, alongside any relevant staff, which may include intake and liaison, assessment, engagement, psychoeducation, and delivery of group or individual therapeutic interventions.
- Provide comprehensive and evidence based therapeutic interventions including functional recovery activities (group & individual) that are in line with the Service Delivery Principles of the program.
- Develop, implement and evaluate appropriate treatment plans for each consumer, in collaboration with the consumer, aged care service if relevant, and members of the multidisciplinary team.
- Plan, manage and implement care plans and wellness plans in collaboration with the consumer, carer, Residential Aged Care Facility staff, and other members of the integrated care team including GPs.
- Deliver capacity building and education sessions to Residential Aged Care Facility staff alongside other program staff.
- To be innovative in clinical service provision, and to contribute to current evidence-based practice.
- Commitment to the continued development of clinical skills, through participation in clinical supervision and use of evidence-based best practice according to the philosophy, standards, guidelines, and protocols of the service.
- Ensure all data reporting management is maintained.
- Establish and maintain effective working relationships with other public and non-government organisations to achieve the best possible outcomes for consumers in residential aged care facilities.

ABOUT YOU IN THE ROLE

As a staff member of Uniting you will celebrate diversity and welcome all people regardless of lifestyle choices, ethnicity, faith, sexual orientation or gender identity.

Your directorate:	Communities
You'll report to:	Service Manager

YOUR KEY CAPABILITIES

Individual leadership

- **Improving performance** - Works with others and offers suggestions to find ways of doing the job more effectively.

- **Owning the job** - Takes ownership for all responsibilities and honours commitments within their own role and strives to achieve goals with a "can-do" attitude to levels of excellence.
- **Perseverance** - Remains committed to completing the job in the face of obstacles and barriers.
- **Timeliness of work** - Sets achievable timeframes and works to complete projects, tasks and duties on time.

Business Acumen

- **Organisational Operation** - Displays awareness of Uniting's business objectives and understands how personal objectives relate to those objectives.
- **Organisational Objectives** - Has broad awareness of Uniting's vision and values and how they apply to issues in the team.
- **Develops and Grows the Business** - Understands team and organisational goals and works collaboratively with Team Members to achieve organisational goals.
- **Makes Sound Decisions** - Analyses problems, seeks input from relevant people and then takes appropriate action to implement the most effective solution in a timely manner.

QUALIFICATIONS & EXPERIENCE

Qualifications:

- Tertiary qualifications in a relevant discipline (such as Psychology, Social Work Registered Nursing or Occupational Therapy).
- Eligibility or membership with a respective professional body (such as AHPRA or AASW),
- Current NSW Driver's License.

Experience:

Typically this role will require two (2) years clinical practice within the mental health field. Ideally with experience working with consumers experiencing mental health concerns. You will have excellent written and verbal communication skills, be organised, systematic, thorough, accurate and disciplined. You will be continuing to develop in your area of expertise and be expected to provide innovative ideas to solve problems in your discipline. It is expected that you will possess good skills at navigating a complex organisation, forging relationships, and managing through influence rather than direct authority as required.

In addition to the above you'll have:

- Experience and a good understanding of working with older persons, and in supporting older people's mental wellbeing.
- The ability to work independently and exercise independent judgment on routine matters.
- Demonstrated skills in decision making, problem solving, negotiation and crisis management.
- Experience delivering contemporary, evidence-based practices and therapeutic interventions for older persons.
- An understanding of recovery model principles and ability to implement these in clinical practice.
- Ability to effectively engage consumers and their families, as well as other stakeholders, including the ability to be creative and flexible.
- Demonstrated ability to collaboratively plan and deliver individualised psychological interventions to meet the needs of consumers based on a case formulation approach
- Ability to use relevant information technology, electronic recording systems and data management tools.

- Knowledge of relevant legislation such as the Mental Health Act (2007).

Even better:

- Experience in collaborative partnerships residential aged care services.
- Experience working with specific populations of elderly people (e.g. Aboriginal Torres Strait Islander populations, CALD).
- Previous experience in delivering therapeutic interventions for elderly people 65+ years and 50+ for Aboriginal Elders.

Employee Name:	Insert employee name	Manager's Name:	Insert manager's name
		Title	Insert manager's title
Date:	Insert date	Date:	Insert date
Signature:		Signature:	