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| POSITION INFORMATION |
| **Position Title:** | Psychologist / Social Worker – Youth & Family Counselling Services |
| **Position Term:** | 12 months Full time, depending on continued funding from the Yarra Ranges Council. |
| **Hours:** | 38 hrs per week Mon-Fri with capacity to work after hours as required |
| **Award:** | Dependent upon skills and experience |
| **Location:** | This position is required to work across multiple sites including Lilydale, Belgrave, Healesville and other community sites and will include travel within and across the community. |
| **Team:** | Counselling |
| **Reports To:** | Clinical Operations Manager |
| **Date:** | June 2018 |

About Inspiro

Inspiro is a local, not-for-profit health service providing allied health, counselling, dental and health promotion services to the Yarra Ranges community. Inspiro is committed to providing an equitable, inclusive and respectful service and workplace for all. We embrace differences in health needs, and work to provide individuals and communities the care necessary to lead healthier lives.

**Our Vision:**

Inspiring healthier lives. Our vision is to inspire as many people as we can to identify and achieve their own health goals.

**Our Values:**

*Friendly:*we offer a welcoming and accessible place where people are treated with respect and dignity.

*Client centred:*We support the right of each individual to set their own health goals and actively work alongside and empower people to reach them.

*Local:*we provide a strong community membership, board and workforce which keeps us grounded on what is important for clients.

Our work environment is based around the workplace values of respect, recognition, collaboration, openness, integrity and empowerment.

Position Summary

Inspiro provides recovery orientated, outcome focused and trauma informed counselling services for people across the Yarra Ranges. The Youth and Family Counselling Service is funded by Yarra Ranges Council.

The Psychologist/Social Work – Youth & Family Services position will have three key components to their role. They will:

* Develop and implement strategies that will facilitate the youth and family counselling team’s broader engagement and work with young people 12-25 years old and their families, who have a range of needs, in a variety of settings. The Psychologist / Social Worker will leverage existing programs and services and work with the team to develop new and/or increased services and programs as are required.
* Provide one-to-one counselling/psychology services for young people and their families experiencing a range of issues.
* To contribute to counselling team through peer consultation.

Position responsiblities

Inspiro has as a philosophy that emphasises illness prevention, early intervention and health promotion. To achieve this, this role will work co-operatively within a team of dedicated professionals, to provide high quality, comprehensive youth and family counselling services.

**Youth and Family Sector Engagement**

* Identify and build strategic relationships and referral pathways with services (e.g. General Practitioners, Headspace) and schools that support the access and engagement of young people with Inspiro services
* Develop and implement strategies and actions designed to increase the profile and reach of Inspiro Youth and Family Counselling services
* Represent Inspiro Youth and Family Counselling services to various agencies, professional networks, the local community and young people
* Work with Inspiro Youth and Family Counselling services to develop mechanisms that ensure that the views of young people and families are integrated into service planning and service delivery.

**Clinical Service Delivery**

* Provide evidence based, high quality, safe, client centred care within the Shire of Yarra Ranges that meets current professional best practice standards.
* Comply with the Australian Psychology Association (APA) Code of Ethics and other relevant Associations, depending on their qualification, to deliver services in accordance with Inspiro policies and procedures
* Identify, assess, plan and implement effective intervention for young people and, where relevant their families, which is client directed, collaborative and consultative.
* Plan treatment programs with young people that reflect their needs whilst aiming to promote independence, resilience and enhanced quality of life.
* Maintain accurate and up to date client records and data according to Inspiro policies and procedures and in line with current practice standards, funding and legislative requirements.
* Provide and coordinate services at sites that meets the needs of young people including community locations, schools and centre based where appropriate.
* Provide service coordination, consultation and ongoing feedback to referring agents and other relevant agencies through case liaison, preparing high quality assessment, review and discharge reports and communicating with external agencies.
* Advocate for young people to obtain funding or in dealing with health or education agencies when necessary, including completion of all required documentation
* Network with other agencies in order to support and advocate for and on behalf of young people.

**Counselling Practice Support, Mentoring and Secondary Consultation.**

* Work effectively with the Clinical Operations Manager, the Clinical Lead Counselling Services and the Youth and Family Counselling team to develop effective and high-quality casework mentoring support practice
* Provide mentoring, debriefing and training support to Youth and Family Counselling team members staff
* Support and collaborate with the Clinical Operations Manager and the Clinical Lead Counselling Services in the development and delivery of case review for the Youth and Family Counselling team
* Work with the Youth and Family Counselling team to create a positive team culture and promote Inspiro principles, values and strategic directions.
* Provide critical incidence debriefing and psychological first aid to local services

**Teamwork, Quality Improvement and Professional Development**

* Participate in team and service planning, health promotion activities, policy development and other project activities as required.
* Participate in Inspiro’s continual quality improvement program including the development of new practice models and community development approaches.
* Be committed to ongoing professional development and undertake annual mandatory training. Keep up to date with developments and trends within Community Health.
* Participate in the creation of a culturally safe environment for staff, clients and the community in line with Inspiro’s commitment to cultural diversity and inclusiveness
* Ensure Inspiro’s services are accessible, client focused; developed, delivered and evaluated in partnership with our diverse communities.

**Occupational Health and Safety**

* Comply with best practice infection control guidelines.
* Comply with all OHS guidelines and contribute expertise when required, to maximizing the safety of staff and clients of the organisation.

Performance objectives and indicators

**Practice Framework**

* Compliance with Inspiro policy and procedures
* Compliance with documentation and data reporting requirements

**Quality Improvement and Evaluation**

* Evidence of participation in quality improvement activities
* Review programs and groups annually
* Performance objectives and indicators will be discussed with your manager and a workplan developed.

Key selection criteria

**Qualifications, knowledge and experience**

* Registered Psychologist with AHPRA, Mental Health Accredited Social Worker or other appropriately qualified clinician
* Minimum of 5 years working with young people and their families
* An ability to engage and communicate with young people with a sound knowledge of issues effecting young people.
* Good teamwork skills
* Good verbal and written skills using Microsoft Office.
* Highly developed communication, negotiation and conflict management skills
* Excellent time management skills
* Ability to set goals and manage competing priorities
* Strong relationship building skills and abilities
* Ability to work with a high degree of autonomy in the community to achieve outcomes
* Case management experience
* Proven ability to achieve results in an individual and team KPI driven environment
* Strong administration and compliance capabilities
* Passionate, committed and ethical approach to working with young people
* Current Victorian Driver’s Licence and the ability to drive a range of vehicles as required
* Current Working with Children’s Check valid for employment purposes.

Employment is subject to a police check. Persons who have worked overseas may be required to obtain an international police check.

AcknowledGEment

I acknowledge and agree with the above position description.

Signed:

Employee Name:

Date: