
MENTAL HEALTH CLINICIAN – TRANS & GENDER DIVERSE SERVICE (TGD)

MAY 2024



POSITION SUMMARY

Location:	headspace Melton (travel to Parkville required at times)		
Functional area:	Clinical Services Reform		
Classification/ Salary:	Health Professional and Support Services Award 2020, Health Professional Level 1-2 commensurate with skills and experience + 11% super + access to \$15,900 NFP salary packaging		
Job level:	2		
Reports to:	Transgender and Gender Diverse Service Manager		
Employment type:	Part time (0.6 FTE)		
Employment length:	Contract until 30 June 2025.		
Direct reports	0	Indirect reports	0

POSITION PURPOSE STATEMENT

The Mental Health Clinician – Trans and Gender Diverse Service is responsible for providing high quality, evidence-based assessment, treatment and support to trans and gender diverse young people and their families. The Mental Health Clinician will engage in secondary consultations within the headspace centre and with community-based services for trans and gender diverse young people, presenting with gender dysphoria and/or other concerns relating to gender identity to improve their mental health wellbeing.

Working within a multidisciplinary team, the clinician will involve families, peer workers/navigators and young people with lived experience to contribute to the quality care and service delivery of trans and gender diverse services for young people.

About Trans and Gender Diverse Service

The Orygen Trans and Gender Diverse Service (TGD) is a Victorian state-wide service providing multidisciplinary care to young people from 12-25 years of age presenting with gender dysphoria and/or other concerns regarding gender identity. The assessment, treatment and support provided by the TDG initiative is consistent with the Australian Standards of Care and Treatment Guidelines for trans and gender diverse children and adolescents (2018). The TGD initiative is a partnership with Transgender Victoria (TGV), Transcend, Monash Health and the Royal Children's Hospital (RCH).

REVOLUTION IN MIND

POSITION FOCUS

	Key responsibility area	Percentage (Guide)
1	Clinical delivery	70%
2	Consultation	15%
3	Administration	10%
4	Other	5%

POSITION KEY RESPONSIBILITY AREAS

<p>1. Clinical delivery</p> <ul style="list-style-type: none"> • Work with an appropriate level of autonomy as part of a multi-disciplinary team and maintain a clinical case load as directed. • Provide evidence-informed and gender affirming psychological practice and/or psychoeducation to young people who are trans or gender diverse and may experience gender dysphoria. • Maintain a family inclusive approach to supporting young people who are trans and gender diverse. • Demonstrate appropriate professional judgement, behaviour within the working environment. • Participate in regular clinical case review meetings and multi-disciplinary team meetings to ensure appropriate, consistent and coordinated service pathways and service delivery response for young people and their families/carers. • Participate in and promote research and evaluation projects conducted at the headspace centre and across Orygen. • Support youth and family/carer participation at the centre. • Meet any required program targets as provided by the Senior Clinician/Clinical Lead. • Provide clinical support to young people attending the headspace service as required. <p>2. Consultation</p> <ul style="list-style-type: none"> • Provide secondary consultations to headspace clinicians and community organizations, as agreed with the Senior Clinician/Clinical Lead and wider team. • Contribute to service improvements across the range of activities of TGD including collection of data to enhance our response to trans and gender diverse young people and any research conducted in collaboration with Orygen's research teams. • Support the TGD team's provision of training, development and education across Orygen's clinical services and in community settings. • Attend and engage with clinical supervision and development as required. • Effectively communicate with all key stakeholders providing appropriate coordination, liaison and referral as appropriate for those students. <p>3. Administration</p> <ul style="list-style-type: none"> • Maintain accurate, up to date and timely patient records that accurately reflect clinical consultations and decisions including diagnosis, treatment plans, complications, co-morbidities and reports. • Complete appropriate reporting requirements/documentation including but not limited to HAPI services for every booked consultation, including when the young person does not attend, and any other data requirements as directed. <p>4. Other</p> <ul style="list-style-type: none"> • Attend case conferences, peer review meetings and seminars pertaining to TGD. • Attend relevant training, professional development and supervision activities to ensure best clinical practice. • Stay up to date with developments in research and clinical practice guidelines pertinent to the clinical population and practice area of this role.

- 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.

EDUCATION / QUALIFICATIONS

Essential	<ul style="list-style-type: none"> • Approved tertiary qualifications in a relevant discipline (such as psychology, social work, occupational therapy, mental health nursing) • Full registration with AHPRA, eligibility for registration with AASW.
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EXPERIENCE / SKILLS

Experience / skills	<ul style="list-style-type: none"> • Previous experience working in a health setting assisting young people to access gender affirming healthcare would be desirable. • Experience in the provision of mental health care, including completion of mental health assessments; risk assessment and crisis intervention/safety planning; psychoeducation and short-term/brief interventions to young people experiencing mental health and/or substance use problems. • Well-developed interpersonal, oral and written communication skills. • Understanding of child and adolescent development and ability to practice from a developmental perspective. • Understanding of systemic thinking, community awareness and the lived experience perspective.
Personal attributes	<ul style="list-style-type: none"> • A professional demeanour and caring and ethical approach to clinical practice. • A respectful and sensitive approach to colleagues, other professionals, and to young people and their families. • Well-developed engagement skills with young people, families/carers and wider systems involved with a young person. • Ability to model flexibility in complex, stressful, changing and/or ambiguous situations and when confronted with obstacles. • Well-developed time management skills to balance competing and conflicting priorities. • Ability to liaise within a multidisciplinary team environment and other health providers in a professional manner. • Ability to establish and maintain effective and healthy working partnerships with internal and external stakeholders. • Eagerness to learn and build professional capacity.

KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none"> • TGD team members • headspace centre Clinical Services Manager and team
External	<ul style="list-style-type: none"> • Other health professionals

SPECIAL REQUIREMENTS

- 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.
- A current Victorian driver's licence (desirable).
- This position is an onsite/in person position, however, 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.
- Our headspace sites operate after 5pm multiple times a week, availability to work across rotating shifts required.

SAFETY, HEALTH AND WELLBEING RESPONSIBILITIES

Employees are required to comply with all workplace health, safety and wellbeing policies and procedures of Orygen.

In addition, employees are expected to:

- 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.

ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

Name	
Signature	
Date	