
YOUTH WELLBEING DISCIPLINE LEAD – YPARC

OCTOBER 2021



Location:	Parkville
Division:	Orygen YPARC, Clinical Services Reform
Classification:	Social, Community, Home Care and Disability Services Industry Award 2010, Community development worker, Class III, Level 7
Employment Type:	Part-time (0.8 -1.0FTE) fixed term position available 30 June 2024
Position reports to:	Service Implementation Lead, YPARC (during project phase) YPARC Manager (service implementation and opening)

1. POSITION SUMMARY

The Youth Wellbeing Discipline Lead is a key leadership role within the Orygen system. The role will provide leadership and management regarding the recruiting, developing, maintaining and sustaining of the youth wellbeing worker workforce within the Orygen YPARC care system. The role will also form part of the overarching leadership and operational management of the program.

The Youth Wellbeing Discipline Lead will provide leadership and management for the youth wellbeing worker (YWW) workforce within the YPARC care system and support a high level of psychosocial recovery oriented practices. The role will be a key leadership position in maintain smooth operations of the YPARC in collaboration with other YPARC leadership roles, workforce and the internal and external partners. The role will be a lead in recruiting, developing, maintaining and sustaining the YWW. The role will also be a key member of the YPARC implementation project team in the codesign and operational development of this new addition to Orygen service provision.

2. POSITION CONTEXT

Orygen delivers cutting-edge research, policy development, innovative clinical services, and evidence-based training and education for the mental health workforce to ensure that there is continuous improvement in the treatments and care provided to young people experiencing mental ill-health.

We are a complex organisation. Our activities and workforce are diverse and include:

- Five headspace centres in Craigieburn, Glenroy, Melton, Sunshine and Werribee that deliver primary clinical services to young people and are operated by Orygen.
- The Centre for Youth Mental Health, a University of Melbourne research and teaching department that is wholly seconded into Orygen. Centre staff are provided with Orygen email addresses and have the use of Orygen systems.
- Orygen Specialist Program (formerly referred to as Orygen Youth Health Clinical Program), a tertiary clinical service that is currently operated by North Western Mental Health, co-located with us at

Parkville, Sunshine and Glenroy and also operating at sites in Footscray, and Wyndham. Whilst not under the governance of Orygen, Orygen Specialist Program works in close partnership with us.

- Orygen Digital, which develops and rolls out online clinical platforms that are fully integrated with 'in-person' clinical services.
- A training and development unit providing online and face to face training for the mental health workforce both nationally and internationally.
- A policy think tank drawing on Orygen's research and clinical expertise and partnering and collaborating with key content experts from Australia and around the world to advise government policymakers.
- Centralised professional support functions enabling the organisation to achieve strategic and operational objectives.

The Orygen Strategic Plan identifies developing, delivering and rolling-out best service models as a Strategic Priority, namely 'developing, implementing and evaluating an exemplar seamless integrated clinical service model for young people in the north and west region of Melbourne.'

This position focuses on the emerging Youth Prevention & Recovery Care 'YPARC' centre. The Orygen YPARC centre (YPARC) is a pivotal sub acute program supporting young people transition to the community from inpatient psychiatric care, or to intervene early and prevent further deterioration that may lead to inpatient psychiatric care. The YPARC will also support young people with substance use issues. The YPARC will become a pivotal component of service delivery within the evolving Orygen service system.

3. ABOUT ORYGEN

VISION	Young people to enjoy optimal mental health as they grow into adulthood.
MISSION	Reduce the impact of mental ill-health on young people, their families and society.
VALUES	Respect, accountability, teamwork, excellence & innovation.
COMMITMENTS	First Nations people of Australia, young people and their families, LGBTIQA+ people & culturally and linguistically diverse people.

4. KEY RESPONSIBILITIES/OUTCOMES

The Youth Wellbeing Discipline Lead will:

- Lead and manage services to young people, carers, families and significant others through psychosocial Recovery Oriented Practice and related guidelines to ensure individually tailored services for young people and their family and carers is provided to the highest standard.
- Lead and manage the youth wellbeing workers in line with organisation quality processes and policies, agreed priorities and strategies to ensure quality customer service and required targets are met.
- Implement agreed approaches to service review and evaluation and promote the sharing of knowledge in the service.
- Work collaboratively with the YPARC manager, medical and clinical practitioners and lived experience workforce in understanding and managing young person risks.
- Oversee the delivery of direct support to individual young people and support to families and carers.
- Understand customer needs for assistance from local service providers with clinical mental health, physical health, education and employment, eligible entitlements and benefits, housing transport, recreation and social connections.
- Lead the YWW team through engaging staff, setting clear direction and performance expectations.
- Positively influence and contribute to a service and multi-disciplinary team culture that focusses on meeting the consumers goals using evidence informed practice.
- Build staff capability and effective practice in service(s) in the four main components of their work - working individually with consumers, providing support to families and carers, undertaking planning and delivery of group work, and working with local service providers.
- Foster workforce development through supervision, buddying, engagement, training and day to day service operations.
- Ensure rosters, leave and recruitment are managed efficiently.

- Contribute to ensuring that the approved service budget is adhered to and met.
- Ensure performance targets as designated by the organisation are monitored and met.
- Monitor the work practices of all employees, to ensure compliance with all financial and performance targets and related policies and procedures.
- Operate within delegated authority and undertake a range of administrative tasks that support efficient and effective service delivery.
- Engage in productive working relationships that add value to service delivery.
- Attend external meetings/networks/working groups as appropriate.
- Lead service improvement in the cluster by participating in cluster meetings around planning, service development and improvement, practice issues.
- Attend leadership meetings and actively participate in managing high quality service delivery and workforce capability across the service stream.
- Contribute to service design and growth within the greater service system and in meeting relevant national standards
- Engage in other tasks required to support overall service operation.
- 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.

5. SELECTION CRITERIA

The following criteria must be met for consideration for this position:

5.1 Essential

- Approved tertiary qualifications in a relevant discipline (such as psychology, social work, occupational therapy, nursing).
- Must have full registration with AHPRA or eligibility for registration with AASW. Minimum qualifications of certificate IV in mental health and/or alcohol and other drugs or equivalent
- Extensive experience working in youth mental health services.
- Experience in working in multi-disciplinary teams and leading teams/ management of youth mental health services and bed-based services is desirable.
- Experience in working collaboratively and developing effective internal and external relationships
- Ability to take initiative and work independently with proven problem solving capabilities
- Knowledge of the mental health system of care and in particular within a youth mental health context
- Proven ability in building and maintaining effective working relationships with a range of stakeholders.
- Previous working knowledge of the common mental health and substance use issues faced by young people, and evidence-based treatments for major adolescent health issues.
- Knowledge of substance use and other health and social problems faced by young people and the indicated evidence-based treatment/support options.
- Knowledge and understanding of relevant legislation, government policies and strategic directions in relation to mental health and alcohol and other substances particularly as it relates to young people.
- Highly developed organisational, administrative and time management skills
- Well-developed interpersonal and communication skills (verbal and written)
- A breadth of understanding of the different types of organisations involved in mental health and drug and alcohol service delivery to young people and to their support networks.
- The ability to utilise judgment and raise concerns with clinical team members and operational issues of concern and implement risk mitigation strategies as required
- Previous knowledge of and work within the framework of early intervention, de-stigmatisation, diversity, inclusion, and non-discrimination.
- An understanding of and commitment to ethics and confidentiality issues, particularly in relation to the health and allied-health professions.
- Proficient computer skills with a demonstrated ability in word processing, PowerPoint and database programs, as required.

5.2 Desirable

- Qualifications in nursing, psychology, social work or occupational therapy.
- Demonstrated experience in project work, including ability to conceptualise, develop, plan, prioritise and complete tasks by deadlines
- Experiencing working in acute or sub-acute (PARC or Step Up/Step Down) or residential services
- Experience working alongside youth and family/carer/significant others participation processes

- An understanding of the current policy context for youth mental health nationally.

6. 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.
- A current Victorian driver's licence (if relevant to role).
- Occasional out of hours work may be required.
- Some evening and/or weekend work may be required.
- 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.
- You may be required to travel interstate or intrastate on occasion.
- In line with current Government guidelines, this position may be based at home from time to time. As such a reliable internet connection will be required.
- Successful applicants will be required to provide proof of COVID-19 Vaccination prior to commencement.

7. ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

Name:	
Signature:	
Date:	