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**TEAM LEADER - YPARC**

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**DECEMBER 2021**

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<b>Location:</b>	Parkville
<b>Division:</b>	Orygen Youth Prevention and Recovery Centre (YPARC)
<b>Classification:</b>	Victorian Public Mental Health Services Enterprise Agreement 2016–2020 / Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2017–2021 Occupational Therapist Grade 3 (YB24 - YB27) / Social Worker Grade 3 (YC46 - 49) / Psychologist Grade 3 (PL1 - PL4) / Registered Psychiatric Nurse Grade 4 (NP75 - NP77)  Or equivalent
<b>Employment Type:</b>	Full-time ongoing
<b>Position reports to:</b>	Coordinator - YPARC

## 1. POSITION SUMMARY

With support from the Coordinator - YPARC, the Team Leader will provide leadership and management for the clinical workforce within the YPARC care system and support a high level of evidence based clinical recovery oriented practices. The role will be a key leadership position in maintaining smooth operations of the YPARC in collaboration with other YPARC leadership roles, workforce and the internal and external partners. The role will support recruiting, developing, maintaining and sustaining the clinical YPARC workforce.

This role supports the provision of comprehensive clinical sub acute mental health care to young people and families of the Orygen YPARC program. The Team Leader role will provide leadership within the rotating roster to other staff with the Orygen YPARC program and play a key role in providing this comprehensive care within the Orygen YPARC model.

The incumbent will have demonstrated experience in the provision of acute and subacute care with young people from a range of backgrounds and diagnoses; including, risk assessment, mental state assessment, crisis management, psychoeducation related to illness and medication, care coordination, and partnering with young people and family/carers.

They will provide leadership in the day to day operations of the YPARC including supporting the safe and smooth transition of young people into and out of the YPARC program. This includes reviewing and discussing referrals, engaging in meet and greet sessions when applicable and leading clinical review processes. They will also be a key member of day to day management of the young people residing in YPARC including deteriorating young person care planning and support. Further, they will demonstrate high standards of clinical care that are responsive to the young person's developmental stage and presenting issues and informed by existing evidence and guidelines. This role will participate in delivering clinical supervision and operational support of staff, daily shift planning and the on call system.

## 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

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

### 4. KEY RESPONSIBILITIES/OUTCOMES

The Team Leader will:

- Provide senior / advanced discipline specific values and leadership within the multidisciplinary team.
- Provide specialist mental health nursing interventions and leadership relating to acute management of mental health symptoms, physical health monitoring whilst initiating treatment and therapeutic interventions.
- Demonstrate advanced skills in mental health, physical health and risk assessment, interventions, least restrictive practices and improved outcomes using evidence based best practice.
- Provide leadership regarding the provision of care including risk assessments and policies, assessment of risk in provision of care within the YPARC environment and risks to the young person, others, self and organisation.
- Provide leadership regarding discipline specific interventions.
- Provide support and professional development around areas of specialist knowledge to members of relevant clinical teams, via training, secondary consultation, supervision and other appropriate strategies.
- Provide supervision to AH2, graduate and undergraduates and potentially other disciplines within Orygen YPARC and the greater Orygen service.
- Be a knowledge resource for your discipline specialty, and build the role within Orygen YPARC and the greater Orygen service system.

General:

- Provide leadership within the Orygen YPARC model regarding care team planning, consultation and service delivery.

- Ensure service provision is guided by inclusive practices for all young people and families of all backgrounds and incorporates culturally safe and trauma informed principles.
- Ensure service provision is in collaboration with young people and their families, is client centred, recovery oriented and strengths focused.
- Manage and undertake mental health and risk assessment, psychological treatment, crisis intervention, family work and systems containment, for the client/carers/system
- Ensure clinical processes are effectively managed, including; allocation of clients, critical incident responses, clinical review, discharges, business and team meetings in consultation with the Continuing Care Team Coordinator and the Clinical Stream Leader
- Provide high-quality clinical care based on clinical experience working with young people with serious mental illness
- Ensure high standards of clinical care that are congruent with OYH aims – client focused, accessible, responsive and consistent with best practice
- Capacity to provide, or develop skills in, integrated assessment, treatment and care for dual diagnosis clients
- Timely completion of mental health assessments including formulation, individual service plans, crisis management plans, outcome measures, documentation of client's progress in client files, discharge summaries and other required documentation
- Attendance at clinical review meetings
- Manage clinical risk and actively work toward implementing risk reduction strategies
- Comply with Safety & Service Improvement / Quality Management policies and procedures
- Support and participate in the Health Services Occupational Health & Safety (OHS) Policies and Procedures and implement (where appropriate) at unit/service area level including reporting any incidents of unsafe work practices, sites/areas or equipment
- Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including Drug and Alcohol services, Youth Justice and primary care providers etc.
- Participate in ongoing service improvement initiatives and activities.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- The incumbent may be required to participate in other activities within the Orygen YPARC program as requested.

## 5. SELECTION CRITERIA

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

### Essential

- Approved tertiary qualifications in a relevant discipline (such as psychology, social work, occupational therapy, and nursing).

- Must have full registration with AHPRA or eligibility for registration with AASW.
- Experience working in youth mental health services.
- Experience in working in multi-disciplinary teams and leading teams.
- Advanced clinical skills, including the assessment and management of high risk clinical situations
- 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
- Highly developed organisational, administrative and time management skills
- Well-developed interpersonal and communication skills (verbal and written)
- 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
- Capacity to develop and maintain strong collaborative relationships with key partners within health or a related sector
- Well-developed computer skills, in particular Microsoft Office

### **Desirable**

- Experiencing working in acute mental health or sub-acute (PARC or Step Up/Step Down) or residential services
- Experience working alongside youth and family participation processes
- An understanding of the current policy context for youth mental health nationally.

## **6. 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:	