

POSITION DESCRIPTION

Position Title	Child and Youth Mental Health Counsellor/Clinician
Location	Townsville and Region
Work Unit	Primary Care
Position Reports To	Social and Emotional Wellbeing Manager
Positions Responsible For	Nil
Award Reference	Health Professional and Support Services Award 2020
Date of Approval	December 2024

About TAIHS

TAIHS is an Aboriginal and Torres Strait Islander community-controlled corporation. With approximately two hundred employees and an operating income of \$30m generated from Commonwealth and State funding bodies. The organisation supports communities in the Townsville, Ingham, Burdekin, Charters Towers and Hughenden areas.

TAIHS provides a holistic primary health care service incorporating a bulk-billing general practice medical clinic, a dental clinic, an individual support and advice service, mental health counselling, community health screening and health promotion activities. TAIHS also provides a range of community services, including crisis accommodation, child safety and early family intervention programs, and specialist services for young people.

In addition to the operation of comprehensive primary health services and the provision of a range of community services, TAIHS seeks to improve health and social outcomes for the community through strategic partnerships advocacy for needs, promotion of awareness and education in improved health and social practices, the promotion of knowledge and understanding of underlying issues to address the unique patient and client needs and the development of evidence-based practices.

Our Vision – “TAIHS ... More than a Health Service”

To “strive to provide a truly comprehensive model of care that responds to the physical, social, emotional, cultural and spiritual needs of our people”.

Our Purpose

Lead the way in providing culturally accessible, integrated health and social support services to our people so that they can live healthier, stronger, and longer lives, preserving our oldest surviving culture for future generations.

Our Values

- **Cultural Governance...** *Responsive, Leadership, Integrity*
- **Accountable...** *Respect, Responsible, Outcome Focused*
- **Collaborative...** *Partnerships, Integration, Engaged*

- **Innovative...** *Creative, Courageous, Sustainable*
- **Evidence-Based...** *Ethical, Transparent, Improvement*
- **Empowerment...** *Advocate, Motivate, Communicate*

Our Strategic Pillars

- **Access and Capability** – *improving access to high quality, inclusive health and human services that are culturally safe and responsive*
- **Innovation and Transformation** – *translating knowledge into action by championing creative approaches to planning, designing and delivering health and human services*
- **Culture and Community** – *reflecting Aboriginal and Torres Strait Islander people's cultural values throughout the organisation's policies, practices and relationships*
- **People** – *strengthening and empowering our capability, practices, and every community member to engage in culturally responsive ways*
- **Sustainability and Governance** – *strengthening and enhancing our foundation for long success, stewardship and influence*

Our Services

Corporate Services →

Primary Care →

Community Services →



Your Contribution

The Child and Youth Mental Health Clinician is responsible for delivering counselling and related services to clients (aged 0-25) who are identified as at risk of engaging in or is engaging in substance use and/or presenting with issues related to broad spectrum mental health concerns. Evidence based service delivery is across individual and group therapeutic interventions, which are culturally appropriate and targeted towards vulnerable young people who are not accessing other mental health services.

Services are provided to children and young people presenting with a broad range of behavioural, social, spiritual, mood and relationship issues within the context of social and emotional wellbeing as understood by Aboriginal and Torres Strait Islander people relating to self-esteem, depression, anxiety, mood disorders, anger, conflict management, grief and loss, stress related physical illness, sleep difficulties, domestic violence, alcohol and substance use and relationship issues.

The position will provide individual, and group therapeutic services utilising evidence based focused psychological strategies within a family and community context. The Clinician may also provide therapeutic and psycho-educational interventions that extend to a young person's caregiver/s and kin to support positive outcomes for the young person. The position will provide services that are trauma informed, age appropriate, culturally responsive and integrated with relevant holistic health and social support services.

Key Responsibilities and Accountabilities

Duties & Responsibilities

- Participate in client intake meetings and patient case conferences as part of good clinical governance
- Deliver one-on-one and group psychoeducation and therapeutic programs and provide information and referral to other services as appropriate
- Produce professional client documentation and recording including assessment, client condition, treatment plan and review date/s
- Provide counselling and related services within a therapeutic context to children, young people and parents/caregivers utilising trauma informed focused psychological strategies.
- As appropriate, provide evidence based AOD assessment and treatment, including screening, assessment, motivational interviewing, counselling, brief intervention, support and education for pharmacotherapy maintenance and establishment of referral pathways in accordance with professional occupation
- Deliver high level clinical services demonstrating advanced knowledge of trauma informed contemporary practice, relevant theoretical models, frameworks and counselling, advocacy and case management skills
- Manage own appointment schedule and client bookings
- Apply professional judgement and sound decision making to client caseload in accordance with Clinical guidelines, including the Queensland Alcohol and Other Drug Treatment Service Delivery Framework
- Clearly explain clients' rights and responsibilities, confidentiality, privacy and duty of care in a way that empowers clients, observing strict confidentiality ensuring all organisational and client information is kept secure
- Develop professional therapeutic relationships with clients, which are respectful and conducive to client wellness
- Maintain clinical practice standards relevant to professional body, TAIHS values and principles, strategic pillars and in line with role description and program funding schedule

- Actively participate in professional development and supervision to maintain up to date knowledge of mental health issues and best practice initiatives, accountability and self-care
- Develop and maintain clinically effective working relationships with referring agencies and relevant stakeholders
- Provide clinical support to the multi-disciplinary team as required
- Participate in clinical supervision, professional development and required professional and mandatory training
- Remain abreast of professional issues related to SEWB practice generally and specifically for Aboriginal and Torres Strait Islander people

ALL employees have a commitment to adhere to the following:

- Work collaboratively with other team members and the wider TAIHS community in a manner that fosters positive reputation, relationships and workplace culture
- Work within legal, ethical and professional frameworks
- Ensure a commitment to all lawful and reasonable directions
- Actively endeavour to meet performance expectations and standards
- Participate in relevant meetings (organisation and team)
- Participate in required training and professional development programs
- Actively monitor, review and assist with improvements to policy, procedure, process and practice across TAIHS - All employees share the authority and responsibility of identifying non-compliances or possible improvements and recording these instances such that corrective or preventive action can be taken, to rectify the immediate situation and to prevent recurrence
- Commit to self-development and self-awareness to support professional growth
- Work in accordance with the TAIHS Code of Conduct and values, workplace health and safety legislation, confidentiality policies and all other relevant policies, procedures and processes
- Undertake other duties as reasonably directed
- Participate in ongoing monthly clinical and line management supervision

Please note that the duties outlined in this position description are not exhaustive and only provide an indication of the work involved. To achieve business needs TAIHS can direct you to perform duties which it considers are within your level of skill, competence and training.

Working Relationships

This position reports directly to the Social and Emotional Wellbeing Manager and works collaboratively with peers.

Delegations

As outlined within the Delegations Register.

Required Qualifications and Experience

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- Diploma or Tertiary qualification in Social Work, Psychology, Counselling or Similar with full AHPRA registration (as relevant to the field of occupation) and membership of/or eligible to become a member of the Australian Psychological Society (APS)/Australian Association of Social Workers (AASW) (as relevant to the field of occupation)
- Eligibility to apply for a Medicare Provider Number and bill for services rendered is favorable

- In accordance with the field of occupation: Demonstrated experience in the provision of comprehensive psychological/psychosocial and needs assessments and case planning with proven ability to work effectively with complex presentations using evidence-based trauma informed, culturally responsive practice
- Demonstrated experience in counselling using clinical frameworks for practice and ability to use Patient Recorded Outcome Measures (PROMs)
- Knowledge of mental health best practice in relation to prevention, early identification, treatment, and rehabilitation
- Ability to deliver professional innovative, quality client services within appropriate timeframes
- Awareness of Aboriginal and Torres Strait Islander cultures, history and the issues affecting the lives of TAIHS' client group
- Advanced understanding of the cumulative, compounding, and complex impacts of trauma including intergenerational trauma on First Nation's peoples
- Knowledge of child development theoretical frameworks and demonstrated skill in applying age-appropriate use of language and use of therapeutic resources in engaging with children and young people in therapeutic healing
- Proven ability to build strong, therapeutic relationships with and supporting vulnerable people, assessing needs, advocating for the client and working towards achieving positive change
- Demonstrated oral communication skills and competence in use of business technology and desktop applications, internet, word, spreadsheet and database packages
- Excellent interpersonal skills, cross-cultural communication skills and report writing skills

Required Licenses and Checks

- Ability to pass a National Police Check – no Serious/Criminal/Court Records
- Current Blue Card (Queensland's Working with Children Check /AHPRA Registration
- To maintain registration with professional body (eg. AASW, AHPRA)
- Current C Class Drivers License (Qld)
- Proof of qualifications and current registration (as appropriate) are to be provided prior to commencement of employment
- Current First Aid and CPR

Required Attributes

- Ability to work with a team in ways that are respectful, transparent and acknowledging of individual's skills, abilities and capacities
- Ability to display initiative, self-motivation, time management and solution focused skills
- Commitment to the principles of confidentiality
- Ability to foster positive relationships

Practical Requirements

- Work outside of normal hours of duty may be required
- Travel across the region may be required
- Ability to perform the physical requirements of the position in a safe manner

Conditions and Benefits of the Position

TAIHS provides access to an employee assistance program and access to learning and development opportunities. Your employment experience with TAIHS will include work-life balance with competitive salary and benefits, leave entitlements, career progression opportunities and the chance to make a difference to the people and communities.

TAIHS is committed to building an inclusive culture that respects and promotes human rights and diversity. The position involves working with a multicultural organisation where the majority of employees, clients and stakeholders identify as Aboriginal or Torres Strait Islander. Employees demonstrate an understanding of the issues affecting Aboriginal and Torres Strait Islander people communicate effectively and empower Aboriginal and Torres Strait Islander people.

TAIHS acknowledges that we respectfully journey together to aspire to be a culturally capable organisation. We are an inclusive, equal employment opportunity employer and place value on our diverse workforce. We encourage applicants representing all genders, ethnicities, ages, languages, sexual orientations, people with a disability, and those with family responsibilities to apply.

