

Position Description

Position Title:	Targeted Psychological Services (TPS) Practitioner	Position Grade:	SCHADS 5/6 (dependent on qualifications)
Department/Division:	Queerspace	Position No.	
Reporting to:	LGBTIQA+ Therapeutic Practice Manager		
Position summary/purpose:			
<p>LGBTIQA+ people, First Nations People, people with disability, people of colour, public housing residents or people with a lived experience are encouraged to apply.</p> <p>Provide high quality psychological counselling services to improve mental health and wellbeing for LGBTIQA+ clients under TPS and Better Access programs within DS' Family Services Model of Practice</p>			
Key Responsibilities			
<p>Supportive Adult and Child Mental Health Interventions</p> <ul style="list-style-type: none"> • Provide sensitive and affirmative psychological services to clients under Better Access and/or TPS programs, including to clients from communities including LGBTIQA+, POC and QTPOC, refugee and asylum seeker communities, and others diverse communities who are disproportionately affected by discrimination and disadvantage. • Deliver services informed by knowledge of risk and protective factors for our key communities, including LGBTIQA+, POC and QTPOC, and other diverse communities. • Conduct bio psycho-social assessment of risk and protective factors associated with mental health outcomes in these communities and develop and implement individual case plans in collaboration with the client. • Utilise clinically appropriate assessment measures to inform treatment and measure outcomes. • Deliver evidence-based focused psychological strategies. • Provide appropriate referral to both internal and external support agencies to meet bio psycho-social needs identified through the assessment process. • Contribute to the development and delivery of bio psycho-social group interventions relating to the diverse range of LGBTIQA+ people and their families, including people of colour and those from culturally and linguistically diverse backgrounds. • Participate in continuing professional development and clinical supervision to maintain best practice. • Provide clinical supervision to staff and/or students as required. • Provide regular written reports to the client's referrer with information regarding assessments, treatment, and recommendations. • Complete all client records and other required documentation including case plans and client assessments. • Contribute to the achievement of individual, team and organisational program targets and KPI's as per contractual agreements with funders and those determined by drummond street. • Work to the professional standards required of the APS', AASW Code of Ethics, as well as DS' Code of Conduct, policies and procedures. • Assist with the design and implementation of research and evaluation activities. 			

Supportive Adult and Child Mental Health Interventions

- Provide sensitive and affirmative psychological services to clients under Better Access and/or TPS programs, including to clients from communities including LGBTIQ+, POC and QTPOC, refugee and asylum seeker communities, and others diverse communities who are disproportionately affected by discrimination and disadvantage.
- Deliver services informed by knowledge of risk and protective factors for our key communities, including LGBTIQ+, POC and QTPOC, and other diverse communities.
- Deliver 800 session per year, for full time practitioners, adjusted pro rata for part time staff.

Networking and Partnerships

- Represent the organisation positively with a range of external health, social services and other relevant providers for the purpose of making appropriate client referrals, providing conjoint support where required, and marketing and promoting the agency programs.
- To use community development approaches (social justice, equality and mutual respect) to increase self-efficacy and empowerment of LGBTIQ+ communities.
- Develop and deliver training to community members, partners and broader sector.
- Network with a range of external health, social services and educational providers for the purpose of making appropriate client referrals or conjoint work where required, and to market and promote agency programs.
- Work collaboratively with other services to identify and address services gaps and client needs.
- Provide active, intentional work within risk and protective factors framework to support families' goals and aspirations.

Research and Evaluation

- Assist with the design and implementation of research and evaluation activities, and assist with data collection, recording and analysis and report writing as required.
- Participate in annual program reviews and contribute to the design and delivery of this project.

Risk

- Actively identify, monitor and manage areas of key risk and lead appropriate escalation and response.
- Actively monitor and act to improve the quality and safety of client services.
- Commit to prioritising child safety and adhere to the Reportable Conduct Scheme for organisations.

OH&S

- Identify, report and record all safety hazards, incidents and injuries.
- Take reasonable care for the health and safety of others who may be affected by their acts or omissions and comply with the requirements of Victorian Occupational Health and Safety (OHS) Act 2004 and related OHS procedures and Safe Operating Procedures.

Quality Assurance & Improvement

- Be proactive, engaged in and committed to creating great experiences for each client.
- Be open to new ways of doing things and respond to challenges with innovative ideas and solutions.

Social Differences

- Role model, demonstrate and promote respect for and value social differences.
- Interact with drummond street clients, staff and other stakeholders in a manner that is inclusive, respectful and non-discriminatory.

Productivity

- Focus on people as well as productivity.
- Monitor productivity, identify and implement improvements as needed.

Infection Control

- Commit to all necessary infection control measures as directed, including:
 - Practice hand hygiene keep your working environment clean & hygienic including shared areas such as kitchens, bathrooms, meeting rooms
 - Wear personal protective equipment (PPE) as directed.

Key Competencies/Skills**Competency**

- Organisational & quality focus.
- Results driven & client oriented.
- Promotes productive work practices.
- Creative, flexible and solution focused.
- High level of self-awareness, professionalism and social justice values.

Technical/Functional

- Expertise in evidence-based focused psychological strategies
- Strong knowledge of determinants of mental health, including greater at-risk cohorts i.e., LGBTIQ+, Indigenous.
- Family-aware and inclusive practice.
- High level counselling skills.
- Group facilitation skills.
- Sound Information technology and written and verbal communication skills.

Key Selection Criteria

- Accredited mental health social worker (or about to apply for AMHSW) or fully registered psychologist/clinical psychologist.
- Minimum two years' experience in providing psychological interventions to individuals and/or children under the Better Access or Better Outcomes program.
- Demonstrated ability to provide evidence based focused psychological therapies and strategies with positive client outcomes.
- Demonstrated organisational skills including the ability to meet deadlines and prioritise work tasks.
- Eligibility to apply for a Medicare Provider Number.

Position Dimensions

No. Of FTE: Part time or full time
Customer base: Better Access &/or TPS clients

Decision Making Authority

- Independent professional judgement in establishing a treatment pathway.
Responsible for the management of caseload, in consultation with their supervisor.