



Directions

Disability Support Services
— for individuals & families —

POSITION PROFILE	Counselling/Clinical Psychologist
ORGANISATIONAL SETTING	Reports to: Therapy Team Leader Manages: Psychology Students and Therapy Assistant
AWARD LEVEL	SCHCADS Level 6
PURPOSE	This is a dynamic role that works in collaboration with other Therapy colleagues to create innovative solutions (both technical and behavioural) for people with disability and their families; supports the Coordinators and Support Workers to provide the very best in person centred, strengths based approach, relationship-based care and support; and mentors Therapy Students in best practice disability services.
KEY RESPONSIBILITIES	<ol style="list-style-type: none"> 1. Provide contemporary and evidence-based psychological therapy for complex psychological and mental health challenges; 2. Provide effective psychological strategies to support workers, coordinators and our therapy team to further enhance or challenge perspectives on behaviours of concern; 3. Monitor and evaluate Directions' commitment towards Positive Behaviour Support (PBS) practice by abiding by and advocating for the Department of Communities' PBS Framework; 4. Monitor and evaluate restrictive practices in accordance to Code of Restrictive Practice, Risk Assessment and Occupational Health and Safety on everyone involved via PBS Panel; 5. Provide leadership and supervision to psychology students, including evaluating and monitoring the quality of service delivery that includes individualised and group services are delivered with a person-centred, strengths based and relationship approach, prevention of burn out, opportunities for professional development, and performance management; 6. Ensure therapy service hours for the people we support are delivered and reported in a reasonable timeframe. 7. Costing of funding plans for therapy services in the WANDIS and NDIA funding model; 8. Provide consultations regarding psychology matters to management, service coordinators and the therapy team; 9. Actively network and raise awareness of Directions' Therapy Services to Local Coordinators, local community(schools, playgroups) and members of the public;

	<ol style="list-style-type: none"> 10. Actively keep up to date with the changes and updates of the disability sector and disseminate information to the team; 11. Deliver services within budget and in a manner that does not compromise the needs of people we support; 12. Develop and extend own professional knowledge and skills as required, being aware of current developments in best practice within the profession, and research special techniques as required.
<p>STATEMENT OF DUTIES</p>	<p>Understanding the people we support: Appreciate and understand the issues experienced by people with disability and their families. Maximise the involvement of people and their families in designing and developing their own services and supports.</p> <p>Service Delivery:</p> <ol style="list-style-type: none"> 1. Provide comprehensive, high quality therapeutic services that are responsive to the needs of the person and their family, culturally appropriate, strength's based and sensitive to the needs of the community; 2. Identify through observation and formal assessment the needs and opportunities of individuals and their families; 3. Liaison with the support workers, coordinators, service provider to ensure a wrap-around holistic service provision that is consistent and integrated to their day to day activities; 4. Enhance service delivery by providing education and training for service coordination team and support workers as required including personalised positive behaviour support training, personal care training, safe transport training etc. 5. Effectively evaluate and manage risk and the safety of the staff/volunteers/students and people we support; 6. Support and build capacity of the person's formal (support worker, education assistants etc) and informal (family member, friends) network by maximising the involvement of individuals and their families in designing and developing their services; 7. Monitor and evaluate therapeutic intervention and support workers' training materials on a regular basis; 8. Advocate for the person and their family in various contexts to cultivate the person's best potential; 9. Ensure service delivery models are based on current evidence-based practice and are delivered within resources; 10. Provide clinical leadership, support and training to coordinators and support workers to ensure the best outcome for individuals and their families; 11. Act as a specialist resource to staff on all matters pertaining to the provision of psychological services, including behaviour management; 12. Manage service user feedback and take corrective action to ensure services remain responsive to consumer need;

13. Use and populate Visicase database in accordance with the requirements of Directions and funding bodies;

Directions undertakes to maintain a positive workplace culture that results in strong motivation, commitment and productivity. To ensure this all employees demonstrate values and behaviours that value diversity and promote accountability, co-operation and respect in the following areas:

Relationships and communications:

1. Create, negotiate and build effective relationships and rapport with individuals, families, Coordinators and support workers. Take responsibility for sharing personal knowledge and skills across the organisation and provide training and mentoring when required;
2. Develop and maintain professional and functional relationships with peers and colleagues within Directions;
3. Ensure sound communication is established between all stake holders (including other service providers) to collaboratively to create opportunities for the people we support by developing innovative, best practice and sustainable solutions, including one on one training of support workers in intervention strategies and techniques;
4. Develop and maintain professional links and networks with relevant external organisations.

Team work

1. Work as part of the team and work autonomously as required;
2. Ensure effective information sharing and communication including attendance at meetings and contribution to communication strategies;
3. Participate in relevant training;
4. Participate in and assist with Directions' staff development days;
5. Demonstrate a willingness to participate in team and planning discussions to resolve potential conflict.

Environment

1. Ensure all work related activities are carried out in compliance with the Disability Service Standards;
2. Any procurement of goods and services include consideration of the environmental footprint;
3. Minimise wastage of office materials through reduction, reuse or recycle principles;
4. Participate in environmental awareness activities;
5. Report environmental issues to appropriate people.

Continuous Improvement

	<ol style="list-style-type: none"> 1. Contribute to continuous quality improvement by constantly seeking out opportunities to improve work practices and procedures; 2. Assist the quality evaluation process by identifying, incorporating best practice and providing regular reports on quality activities undertaken. <p>Occupational Health and Safety</p> <ol style="list-style-type: none"> 1. Maintain and regularly revise Directions’ operational risk register in consultation with the Coordinators, the support workers and the Therapy Team; 2. Contribute to the maintenance of an occupationally safe and harassment-free workplace; 3. Ensure occupational health and safety issues are considered in all aspects of duties performed; 4. Maintain high standards of performance and adopt a proactive approach to occupational health and safety issues; 5. Ensure compliance with statutory requirements and company policies and practices; 6. Report all observed safety incidents and hazards and recommend improvements; 7. Comply with all state and federal anti-discrimination, bullying and sexual harassment legislation. <p>Other</p> <ol style="list-style-type: none"> 1. Assist the Chief Executive Officer in the development of procedures, guidance notes and operating frameworks in support of service delivery; 2. Ensure the confidentiality of any and all information obtained in relation to the position; 3. Comply with Directions’ internal quality systems, policies, procedures and protocols; 4. Represent Directions in a professional and credible manner in all interactions with the community and other external stakeholders; 5. During normal working hours focus attention on the activities of Directions; 6. All other tasks as directed that are reasonable and appropriate for the role.
<p>SELECTION CRITERIA</p>	<ol style="list-style-type: none"> 1. Minimum of two years’ experience as practicing Psychologist; 2. Significant experience as a therapeutic psychologist demonstrating highly effective people and teamwork skills and delivery of outcomes for people with disability and their families; 3. Experience in the provision of holistic, person-centred and strengths-based services; 4. Experience with working in the community and with people with disability; 5. Excellent Positive Behaviour Support experience with problem solving skills to investigate the functions of behaviour and

	<p>providing contemporary strategies for the person's formal and informal support;</p> <ol style="list-style-type: none"> 6. Substantive experience in supporting direct care staff with innovative solutions and training; 7. Excellent communication and interpersonal skills with demonstrated ability to engage people from all backgrounds; 8. Ability to promote, represent, advocate and influence in a complex and changing environment; <ol style="list-style-type: none"> 9. Ability to think strategically, innovatively and practically about ways to support people with disability to live in the community; 10. Ability to resolve complex and challenging issues by taking timely and appropriate decisions; 11. Ability to work in a team and demonstrate effective conflict resolutions strategies; 12. Ability to plan and manage resources and budgets effectively; 13. Experience in the supervision of students and volunteers. 14. Current registration as a practicing Psychologist with the Australian Health Practitioner Regulation Agency; <p>Desirable</p> <ol style="list-style-type: none"> 1. Experience in Positive Behaviour Support in the community and in a disability practice context 2. Endorsement in Counselling or Clinical Psychology; 3. To be registered with Psychology Board of Australia (PsyBA) as a Higher Degree Registration supervisor or willing to complete the PsyBA supervisors training
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