



POSITION DESCRIPTION

POSITION TITLE:	Clinical Supervisor (Mental Health and AOD)
POSITION TERM:	Part Time – 0.2 EFT (Tuesday required but can split hours over a second day if needed)
AWARD/AGREEMENT:	SACS or HSUA-4
LOCATION:	Lilydale or Belgrave
TEAM:	Mental Health and AOD Team
REPORTS TO:	General Manager – Mental Health & AOD
DATE:	August 2023

ABOUT INSPIRO

Inspiro is a local, non-profit community health service that provides dental and allied health and mental health services for the Yarra Ranges community. Our vision is to inspire as many people as we can to identify and achieve their own health goals.

OUR VALUES

FRIENDLY: We offer a welcoming and accessible place where people are treated with respect and dignity.

CLIENT CENTRED: We support the right of each individual to set their own health goals and actively work alongside and empower people to reach them.

LOCAL: We provide a strong community membership, board and workforce which keeps us on what is important for our clients.

POSITION OVERVIEW

This position is responsible for the provision of clinical supervision to the Mental Health(MH) and AOD teams who are a highly skilled and experienced multidisciplinary workforce including counsellors, psychologists, social workers, peer workers, care coordinators and MH nurses. This role will be key in developing and maintaining a highly skilled, thriving, professional, and engaged workforce, including reviewing the current clinical practices and professional development needs within the MH and AOD teams. The Clinical Supervisor (MH & AOD) will support the team to; develop their skills and knowledge, embed reflective practice and be evidence informed as well as contribute to innovation, quality and continuous improvement initiatives/activities. Key to this role will be driving integrative practices within the program area and across Inspiro's diverse service offerings.

KEY ROLE RESPONSIBILITIES

- Provide high quality clinical supervision according to the professional development needs and goals of each worker*
- Develop, implement and maintain a clinical supervision structure including maintenance of accurate and timely records, logging of supervision attendance and risk escalation processes
- Informed by the MH Royal Commission findings, support staff to embed practices that are client centred, recovery oriented and align with new and emerging learning stemming from lived experience workforce investment

- Collaborate with the Lead – Mental Health, Lead – AOD and Lead - Lived Experience to promote integration and collaboration between these streams
- Provide clinical consultation and advice to the team and promote the delivery of high-quality services ensuring that any frameworks or recommendations related to reforms or legislation (e.g., aged care, mental health, child safety, MARAM etc.) are embedded
- Develop and promote the team's professional development strategy in partnership with the MH and AOD leadership team based on best practice standards and maximise opportunities for innovation
- As required, participate in quality projects, clinical research and the development and provision of targeted training
- Provide clinical support, guidance and training to students, if required.
- Contribute to a positive and productive MH and AOD program culture and operational objectives through participation at meetings, contributing to policy development, training and project activities as required.
- Other duties as required.

*Note that peer workers are provided with discipline specific lived experience supervision.

WELLBEING

- Lead by example and drive a common commitment and understanding of wellbeing across the team and organisation.

HEALTH & SAFETY

- Take reasonable care to ensure no risk or harm to self and others in the workplace. This includes immediately reporting any incidents, near misses, hazards, and injuries
- Comply with relevant Occupational Health and Safety laws, standards, safe work practices, policies and procedures and attend all safety initiatives, improvements & training
- Act as a role model by demonstrating safe work behaviors and conducting work in accordance with our safety management system.

TRAUMA INFORMED CARE

- Take a trauma informed care approach in relation to interactions with clients, staff and others.

FINANCIALS, BUDGETS, RISK MANAGEMENT, TARGETS & FUNDING

- Ensure that all financial transactions are undertaken in line with approved Inspiro's policies and delegations.
- Achieve targets/budgets as required.
- Continuously review opportunities and risks in accordance with Inspiro's risk management framework. Ensure opportunities and risks are being identified and reported.

KEY SKILLS AND ATTRIBUTES

- Experience in delivering clinical supervision in an AOD/MH setting
- Experienced in clinical decision making and risk management
- Excellent communication, collaboration, and negotiation skills
- Well developed knowledge and skills in a variety of counselling approaches including but not limited to ACT, DBT, CBT and Motivational Interviewing.
- Strong emotional and cultural intelligence, with the ability to self-reflect
- Capacity to actively learn through curiosity, experimentation, action and review
- Ability to engage team members, lead change, influence outcomes and problem solve
- Ability to effectively manage self, others and objectives within an environment of ambiguity and uncertainty
- Can demonstrate systems thinking as well as being an innovative thinker who can work at both the macro and micro level

- Embodiment a collaborative approach and be genuinely committed to working with others to achieve outcomes
- Great communicator who thrives on building strong and professional relationships with internal and external stakeholders including community members.

REQUIRED QUALIFICATIONS AND EXPERIENCE

- Tertiary qualification in Psychology or Social Work and at least 5 years of clinical experience
- Experience in providing clinical supervision to individuals and teams
- Previous experience establishing clinical frameworks, systems of work and services
- Professional registration with relevant industry body
- Lived or living experience of mental illness or psychological distress, substance use or addiction, or of being a family member or carer (desirable)
- Work experience within the Community Health or Health services sector (desirable)
- Experience in management / leadership role within a mental health and / or AOD setting (desirable)
- Current Victorian Driver's Licence and ability to drive a range of vehicles as required (desirable)
- Current Police and Working with Children Check valid for employment purposes