

Position Description

Position Title:	Creative Arts Therapist
EBA / Award:	Victorian Stand Alone Community Health Centres Allied Health Professionals Enterprise Agreement 2022 - 2026
Classification:	HSUA-3 – AHP Classification level pending experience and qualification, part time, ongoing
Reports to Operational:	Towards Change Team Leader A
Primary Site:	Yarra Ranges - Lilydale
Last updated:	June 2024

Be part of a major boost to mental health and wellbeing in Victoria!

The Mental Health and Wellbeing Locals are an important part of Victoria's reformed mental health and wellbeing system. The Victorian Government has committed to establishing 50 Mental Health and Wellbeing Locals.

In the Yarra Ranges, Wellways, Eastern Health, Inspiro Health, and Oonah are working together to offer an easy way to access care and support for people aged 26 years and over who are experiencing mental health concerns – including people with co-occurring alcohol and drug support and care needs and their family, carers, and supporters.

Mental Health and Wellbeing Locals are free, voluntary, and easy to access, with no referral required. Importantly, these new services will be delivered on the basis of *'how can we help?'* and a *'no wrong door'* approach, focused on giving choice and control over how the participant wants to receive support.

This new service will make it easier for the participant to access the support they need, closer to home and family, carers, and support networks.

Most importantly, Mental Health and Wellbeing Locals are safe spaces for everyone.

Commitment to Reconciliation

The Mental Health and Wellbeing Local knows that Aboriginal and Torres Strait Islander people have not always been well-served by mental health and disability organisations. Their social and emotional wellbeing has been impacted by generations of trauma, injustice and deprivation. As partner organisations, we recognise our responsibility in addressing these issues of injustice, inequality and stigma as part of ensuring our services are both welcoming and helpful for people and their families. As part of our commitment to reconciliation, we are working to create culturally aware and safe services for First Nations Community Members.

Working together - how we will deliver services

The Mental Health and Wellbeing Local is community-led and integrated through partnership that shares power, creating a responsive, flexible and helpful service.

The Local will operate seven days a week, with extended operating hours to support a flexible and responsive service. The Local service model will provide integrated clinical support, care, and wellbeing support to participants and their family members or carers. The provided services will be in response to participants experiencing a mental health challenge and co-occurring substance use or addiction. This

approach will improve the capacity of individuals to engage in our community and respond to any future psychological distress.



Community

The Mental Health and Wellbeing Local services will be community-led, and co-production will ensure a diverse range of perspectives are included in the design, delivery, and governance of the Local Services, ensuring it reflects, responds and is accountable to the local community it supports.

Connected

An integrated service system connected through governance (partnership, operational and clinical) systems and workforce ensures people can access the right support at the right time.

Creating capacity for citizenship

Our model of care and governance structure has been designed to create capacity. Our workforce, individuals, and their natural supports recognise and respond to psychological distress and address barriers that prevent people from participating in their community and leading meaningful lives.

Team

The Creative Arts Therapist will form part of the Towards Change Team, playing a vital role in the ongoing mental health reform initiatives in Victoria led by Wellways and its partners. As a member of a growing service system, this role is dedicated to placing the community at the forefront of the Yarra Ranges Mental Health and Wellbeing Local.

Role Purpose

The Creative Arts Therapist employed by Inspiro will draw upon their expertise in art therapy and is dedicated to fostering mental health and wellbeing of individuals receiving services at the Local.

This person is enthusiastic and passionate about championing mental health reform in Victoria's new mental health system with the goal of improving outcomes for participants, and the wider community. The Arts therapist will develop personalised and group therapy programs tailored to the unique needs and artistic expressions of participants.

How you will make a difference

Working together, Wellways, Eastern Health, Inspiro Health and Oonah are committed to the delivery of a range of mental health and addiction supports and interventions tailored to the unique need of the Yarra Ranges community. Our approach prioritises Lived/Living Experience, inclusivity and genuine partnership and participation, forming the foundations of our work. This innovative approach represents a transformative shift offering a remarkable opportunity to shape the future of mental health and wellbeing in Victoria.

Your commitment involves tailoring the Mental Health and Wellbeing Local Service to be attuned to the unique needs of the community, placing the community's perspective at the core of every decision.

Key areas of accountability

Area	Deliverable
General	<ul style="list-style-type: none"> • Conduct individual and group art therapy sessions, responding to the individual needs of participants. • Utilise various art modalities such as painting, drawing, sculpture, and other creative techniques to help promote recovery • Apply ethical principles and decision-making within creative and experiential practices. • Engage in communication and consultation with the broader team to evaluate the effectiveness of therapeutic approaches. • Foster creativity, embodiment, and imagination in yourself and others through creative and interactive processes. • Facilitate, collaborate, and create a safe space for integrative therapeutic experiences using creative and practical processes. • Demonstrate emotional intelligence, self-regulation and hold the ability to support co-regulation through creative and experiential processes. • Respect individual choice and agency while providing creative and interactive processes for expression, exploration, self-awareness expansion, processing, and integration of experiences. • Responsively address distress and overwhelm, utilising creative and experiential processes to establish safety, facilitate access to personal resources and process experiences. • Utilise creative and practical processes to build trusting relationships, sustain rapport, and facilitate engagement. • Work with individuals holistically and contextually, considering systems, institutions, families, cultures, communities, and ethnicity.

Essential Skills & Experience	<ul style="list-style-type: none"> • Demonstrated high level of self-awareness and an ability to operate within clearly defined boundaries of responsibility. • Strong ability to convey warmth, openness, and concern for welfare of participants. • Ability to self-regulate and self-monitor own behaviours, practice self-reflection and a commitment to realistically assess your own personal strengths, limitations and biases. • Work as part of a multidisciplinary team to contribute to service and team development and the promotion of the Local and its services. • Capability to make informed decisions on reasonably complex issues, aligning with established policies and procedures, and adept at identifying and resolving problems or obstacles in collaboration with team members. • Capacity to work autonomously and collaboratively within a multidisciplinary team, efficiently managing multiple tasks in a demanding environment. • In-depth knowledge of trauma-informed practice and practical experience in applying person-centred approaches. • Familiarity with single-session and brief intervention models of support • Exceptional communication skills, encompassing proficiency in written, verbal, and interpersonal interactions. • Ability to work respectfully and creatively with a CALD client population, including Indigenous Australians and the LGBTIQ+ Community.
-------------------------------	---

Key Requirements

Qualification	<ul style="list-style-type: none"> • Relevant tertiary qualification and current registration or eligible for registration with the Professional membership of Australian, New Zealand and Asian Creative Arts Therapy Association (ANZACATA). <p>OR</p> <ul style="list-style-type: none"> • Diploma of Art Therapy or related qualification, with minimum 5 years' experience.
---------------	--

Experience	<ul style="list-style-type: none"> • Proven experience working in a mental health setting. • Passion for working alongside individuals experiencing mental health and/or addiction challenges. • Experienced in safe facilitation of creative and experiential processes, including cultural, physical, emotional, psychological, and spiritual safety. • Skilled and mindful of safety, expectations, boundaries, pace, scope of practice. Committed to our duty of care, maintaining positive regard, promoting self-efficacy and dignity of the people we work alongside. • Effective communication skills • A passion for art • Strong ability to convey warmth, openness, and concern for welfare of participants. • Ability to self-regulate and self-monitor own behaviours. Practice self-reflection and a commitment to realistically assess your own personal strengths, limitations and biases.
Information Technology	<ul style="list-style-type: none"> • Willingness to learn and adapt to technology platforms relevant to the position. • Basic skills in Microsoft Office Suite and CRM systems.
Compliance	<ul style="list-style-type: none"> • National Police Check • International Police (if required) • Current Working with Children Check-employment • Evidence of right to work in Australia • NDIS Workers Screening Check • 100 points of identification • Australian Driver's Licence • NDIS Workers Orientation Modules – free online course
Other	<p>Open to working across different sites within the Yarra Ranges and work in the community.</p> <p>Welcomed We are committed to employing people with diverse backgrounds and experiences and encourage applications from:</p> <ul style="list-style-type: none"> • People with personal lived experience of mental health challenges or who have cared for someone who has • People who identify as Aboriginal and or Torres Strait Islander • People who identify as gender diverse, living with a disability or culturally and linguistically diverse.

Required Values & Behaviours

Area	Description
Authenticity and Integrity	<ul style="list-style-type: none"> We will bring our whole selves to the table and work from a position of trust and belief in the other, recognising community and wellbeing belongs to all of us. We are committed to leading a culture that is helpful and understands people exist and have complex intersectional circumstances that can lead to psychological distress.
Compassion	<ul style="list-style-type: none"> We will commit to a compassionate approach and understanding leading with curiosity.
Respectful Collaboration	<ul style="list-style-type: none"> We are respectful and recognise the power in our different experiences and organisations work views and recognise we all have something to learn from each other.
Quality and Safety	<ul style="list-style-type: none"> Ensure any risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all participants. Ensure and take all reasonable care for your personal safety and the safety of, participants and colleagues. Actively participate in workplace health and safety initiatives and consult with colleagues and management in relation to issues that impact on the safety of the workplace. Comply with all Policies and Procedures and Guidelines Maintain confidentiality as per Yarra Ranges Mental Health and Wellbeing Local guidelines and in accordance with relevant privacy and health records legislation. Actively involve participants and/or carers in quality and safety improvement activities. Maintain up-to-date immunisation status related to own health care worker category. Ensure that the principles of general and participant manual handling are adhered to.
People & Culture	<ul style="list-style-type: none"> Act in accordance with the 'Code of Conduct' and 'Workplace Behaviour' Policies. Actively participate in relevant professional development. Display high levels of professional behaviour at all times
Equality and Equity	<ul style="list-style-type: none"> We will strive for equality and equity in our approach to partnership and the community we serve. We aim to break down the barriers of power and privilege recognising we come together toward a common goal.

Honesty and Courage	<ul style="list-style-type: none"> • We will have robust feedback mechanisms in our model of care and governance structure to actively engage with community and participants to ensure we are meeting their needs and we are accountable to these. • We lean into difficult conversations realising this is when there is the greatest opportunity to learn.
Excellence and Appreciation	<ul style="list-style-type: none"> • Our work will be evidence based and we commit to continuous quality improvement processes to ensure the people using our service have excellent outcomes.
Commitment to reconciliation	<ul style="list-style-type: none"> • Demonstrates commitment to reconciliation. • Work towards creating culturally aware and safe services for First Nations Community Members.