

CatholicCareNT Role Description

Position Title	Youth Mental Health Worker
Position Number	CC2524
Salary	Base Salary SCHADS Grade 4 Plus superannuation guarantee, 17.5% leave loading and salary packaging option
EFT	Full time 38 hours per week Mon – Fri 8.30am to 5pm
Location	Tennant Creek
Commencement	ASAP
Completion	Ongoing (subject to funding)
Last Reviewed	NEW POSITION

1. Program Description

The Youth Enhanced Service (YES) provides a service to young people at risk of, or who are experiencing mental illness. YES is designed to increase service access to improve the chances of recovery and longer term social and emotional health and wellbeing. YES engages with young people, their family and carers to improve their knowledge and understanding of the impact of mental illness.

2. Purpose of the Position

The Youth Mental Health Worker is responsible for providing assertive case management, education and support to young people. This position has a particular focus on implementing and reviewing the care plan, assessment of family needs, joint engagement of young person and family, addressing the psycho-social needs of the family and mediation if required.

3. Organisational Relationships

Works under general direction and reports to the designated supervisor.

Supervises other staff and/or works in a specialised field. The position is connected to other YES Team members in Palmerston.

4. SCHADS Grade 4 Characteristics

- Work under general direction in functions that require the application of skills and knowledge appropriate to the work. Generally, guidelines and work procedures are established.
- Application of knowledge and skills, gained through qualifications and/or previous experience in a discipline.
- Contribute knowledge in establishing procedures in the appropriate work-related field.
- May be required to supervise various functions within a work area or activities of a complex nature.
- May involve a range of work functions, which could contain a substantial component of supervision.
- May be required to provide specialist expertise or advice in their relevant discipline.

- Requires a sound knowledge of program, activity, operational policy or service aspects of the work performed with a function or a number of work areas.
- Require skills in managing time, setting priorities, planning and organising their own work and that of lower classified staff and/or volunteers where supervision is a component of the position, to achieve specific objectives.
- Expected to set outcomes and further develop work methods where general work procedures are not defined.

5. Key Responsibilities and Performance Standards

5.1 Person-centred holistic service delivery

- Provide assertive outreach, which involves persistent and consistent engagement.
- Establish meaningful engagement with young people, their families and carers.
- Operate from a strengths based perspective.
- Collaboratively work with the young person to jointly, identify risks to their personal recovery goals and plans.
- Support the young person's participation in meaningful activities and community membership.
- Work closely with other professionals involved in the young person's care such as GP's, family and carers, other service providers.

5.2 Case Work and Deliver Community Education and Information sessions

- Undertake mental health assessment, and in collaboration with the young person, family or carer the development of care plans.
- Provide therapeutic interventions in the context of social, emotional, health and wellbeing.
- Lead three monthly reviews of care plan, facilitate input from all appropriate parties, and update care plan accordingly.
- Engage in a supportive alliance with other key providers so that clear communication is established, with a shared understanding of roles and responsibilities, in relation to the Care Plan.
- Participate in practice reviews to ensure best practice and continuous quality improvement. Develop resources with young people, staff and community members, which profile youth mental ill health.
- Increase awareness and understanding of youth mental ill health.
- Assist in addressing stigma associated with youth mental ill health by providing information and education sessions as requested.

5.3 Participating in networking and collaboration activities, which assist in developing a support plan to address all challenges within the client's context by:

- attending and contributing to relevant networks
- advocating where necessary on behalf or with the client
- completing referrals to services which will assist with meeting case plan goals
- fostering collaborative relationships with key stakeholders and services in relevant areas
- maintaining professional relationships with all clients, stakeholders and CatholicCare NT staff

5.4 Participate in Supervision and Evaluation activities by:

- entering accurate data and case notes in line with program requirements
- providing reports and feedback as requested
- actively participating in evaluation activities
- attending supervision to reflect and review case management practices as per CatholicCare NT policy

5.5 Safeguarding Children

Our organisation takes child protection seriously, and as an employee/volunteer of CatholicCare NT, you are required to meet the behaviour standards outlined in our Safeguarding Children and Young People Policy (ORG/SP/P030). You will have received a copy of this policy as part of your induction. You can also access a copy of this policy via the Intranet.

All staff are to provide a service in line with our safeguarding children policies and procedures and are required to report any concerns of abuse and neglect toward children and young people to the relevant authorities as per policy and procedure. Any criminal charges or convictions received during the course of employment/ volunteering that may indicate a possible risk to children and young people must be reported to the relevant Line Manager within forty eight (48) hours.

6. Personal Attributes

The incumbent must maintain strict confidentiality in performing the duties of the Case Worker position and must demonstrate the following personal attributes:

- Compassion, empathy, sense of justice and tolerance
- Demonstrated organisational fit with ability to work within a culture and values framework
- Team player with ability to work with others in a spirit of trust, respect, reflection and accountability
- Adaptable with resilience to work in difficult situations and willingness to work beyond the role description when required
- Ability to represent CCNT in a culturally appropriate and professional manner at all times

7. Work Conditions

The Youth Mental Health Worker is located in a busy office area in Tennant Creek. This position may include some afterhours work with prior approval, which will be balanced by equivalent time off through the week, so that the total hours per fortnight does not exceed the normal 76 hours.

8. Selection Criteria

1) Prerequisites

- I. relevant four year (Psychology/Social Work) degree with one year's relevant experience;
- II. three year degree with two years of relevant experience;
- III. associate diploma with relevant experience;
- IV. lesser formal qualifications with substantial years of relevant experience; or

- V. attained through previous appointments, service and/or study, an equivalent level of expertise and experience to undertake a range of activities.
- 2) A working history within the Youth Mental Health Sector and/or lived experience will be highly regarded.
 - 3) Strong interpersonal and communication skills including report writing, case note writing, case coordination, facilitating meeting and education sessions.
 - 4) Demonstrated cultural competency, particularly in working with Indigenous people
 - 5) Proven skills in the provision of mental health care to young people, including engagement, risk assessments, case management, support and liaison with family and other networks.
 - 6) Ability to build strong working relationships with internal and external stakeholders.

9. Special Conditions

1. Must be an Australian Citizen or have unlimited work rights within Australia.
2. This position is subject to a satisfactory criminal history check that must demonstrate that you have not had inappropriate dealings with children or been charged or convicted of a domestic violence offence.
3. Valid NT Drivers Licence and Ochre Card.
4. This position requires you to apply for a Working with Children Clearance/Ochre Card prior to your employment commencement date and send us receipt of payment. This will be at your own cost.
5. If you have resided in an overseas country for 12 months or more in the past 10 years, this position requires you to complete an International Criminal History check (ICHC) prior to your employment commencement date. The outcome of the initial screening check must be satisfactory.
6. This position is classified as a mandatory worker position for the purpose of COVID-19 vaccines and directions issued by the NT Chief Health Officer.
7. Six-month probation period.
8. Non-smoking working environment.
9. The contact details of at least two referees are required.
10. Evidence of qualification attainment will be required.
11. Aboriginal people are strongly encouraged to apply.