

Position Description

Allied Health Graduate

Location:	Various locations
Department:	Workforce Planning & Development
HS Level:	HS 3
Employment Type:	Maximum term two years, full time
Approved By:	Simon Dodd
Date Approved:	October 2021
Agreed By:	_____
Date Agreed:	_____

1. HEADSPACE VISION

All young Australians are supported to be mentally healthy and engaged in their communities.

2. HEADSPACE MISSION

headspace collaborates to design and deliver innovative ways of working with young people to strengthen their mental health and wellbeing.

3. HEADSPACE VALUES

At headspace, we are inspired by and believe in the power of youth. We work together to deliver authentic, progressive and inclusive services to build a brighter future with young people. We know where we're going, we're guided by our values, and we're committed to getting there together. Our people play an important part in shaping our culture and therefore, all headspace employees are expected to undertake their work in accordance with the headspace values as follows:

- **Inclusion** - We have a welcoming, safe and inclusive work environment - we believe that there is strength in difference
- **Collaboration** - We share information and work collaboratively, internally and externally, to deliver great outcomes with young people
- **Agility** - We are agile and innovative in our approach, so that we continue to meet the changing needs of young people



- **Excellence** - We have dedicated people who are empowered to deliver on our promises so that we can provide professional, high quality services

4. HEADSPACE VISION FOR RECONCILIATION

The headspace vision for reconciliation is an equitable Australia where the 60,000 year old cultures and continuing connection to Country of Aboriginal and Torres Strait Islander peoples are respected and celebrated. This future Australia is united by the understanding of our shared past, upholds the rights of Aboriginal and Torres Strait Islander peoples, and embraces self-determination and diversity. The headspace Reconciliation Action Plan formalises our commitment to reconciliation and to strengthening the social and emotional wellbeing of Aboriginal and Torres Strait Islander young people and communities.

5. COMMITMENT TO CHILD SAFETY

headspace is committed to being a child safe and child friendly organisation that recognises, respects and promotes the rights of children, young and vulnerable people. We recognise our responsibilities in keeping young people safe from any abuse from or by our employees and volunteers and will ensure that the safety of young people is always our first priority. headspace has a zero tolerance policy to child abuse, harm and neglect.

6. POSITION SUMMARY

Situated within a clinical team, the headspace Graduate plays a pivotal role in a headspace centre. The headspace Graduate will contribute to developing and providing high quality, intake/assessment and ongoing psychological services to young people, and their families/carers. In addition, the headspace Graduate may participate in community awareness raising activities that promote early help-seeking for mental health and substance use problems in young people. Subject to direction, while working with some autonomy, this position will be supported by regular staff meetings, supervision (individual and group) and availability of a senior staff member at all times.

The headspace Graduate will also complete a comprehensive youth mental health education program; and participate in facilitated peer learning groups, and regular discipline-specific clinical supervision. The clinical supervision provided will be aligned with the requirements of each profession's accreditation pathways, aiming to assist graduates to complete the requirements for either the psychology registrar program or mental health credentialing for occupational therapy or social work.

All graduate roles are fixed term full-time (1 FTE) positions for 2 years.

7. POSITION CONTEXT

The headspace network comprises over 150 youth mental health services across the nation, including the headspace Digital Mental Health Program.

The headspace Graduate Program is one of multiple allied health workforce initiatives lead by the headspace National Workforce Planning & Development Team. The program is designed to provide social work, occupational therapy and psychology graduates access to a two-year comprehensive youth mental health training and development program.

The graduates will report on everyday clinical matters to senior staff at their headspace service, and will also be required to connect with headspace National's supports via their assigned Regional Support Team



headspace Graduates will be employed by headspace National for 24-months and placed in a headspace service via secondment for the first 12-months of the Graduate Program, additionally, and to broaden their skills and breadth of professional knowledge, graduates will be required to undertake a 12-month month rotation to another headspace service in the network in their second year.

8. KEY RESPONSIBILITIES/OUTCOMES

While working at a headspace centre, Graduates will:

- Work within their scope of practice under the direction of the headspace Centre Service Manager and/or Clinical Lead and Clinical Educator to provide comprehensive youth friendly mental health services.
- Provide a comprehensive intake service to young people, community members and professionals seeking services.
- Conduct initial assessments with young people and their families/carers, using the agreed headspace psycho-social assessment tool, to determine client suitability for ongoing headspace services.
- Deliver evidence-based interventions, including group interventions, with young people and their families/carers.
- Maintain accurate and timely electronic medical records.
- Participate in regular clinical case review meetings and multi-disciplinary team meetings to ensure appropriate, consistent, and coordinated service pathways and service delivery response for young people and their families/carers.
- Support youth and family/carer participation at the centre.
- The role may incorporate other headspace related activities and responsibilities as directed by the Centre Manager or line manager.
- Actively engage in development of Aboriginal and Torres Strait Islander cultural capacity.

In addition, to meet requirements of their graduate training, Graduates will:

- Attend regular facilitated Communities of Practice and multidisciplinary study groups.
- Complete a 40-day education program delivered by headspace National.
- Attend regular clinical supervision with a discipline specific supervisor.
- Manage and keep records related to the requirements of the peak bodies' accreditation program.

9. SELECTION CRITERIA

The following criteria must be met for consideration for this position:

Essential

- Approved tertiary qualifications in a Psychology, Social Work, or Occupational Therapy.
- Full registration with AHPRA or eligibility for full registration with AASW.
- Passion, energy and determination to make a difference to health outcomes for young people.
- Demonstrated reflective practice skills and passion for professional growth.
- Demonstrated understanding of how to determine and plan for a young person's recovery and support needs, employing a shared decision-making approach.



- Demonstrated ability to make decisions, problem solve, and risk manage complex situations involving multiple stakeholders.
- Excellent written and verbal communication skills, and ability to liaise and build relationships with internal and external stakeholders.
- Demonstrated ability to work effectively in a multi-disciplinary team.
- Willingness to provide mental health support across multiple mediums including telehealth and other digital platforms.
- Willingness to work in a regional, rural or remote headspace service for a 12-month rotation.
- Capacity to travel to Melbourne and/or a regional capital for training as required.

Desirable

- Experience in the provision of mental health care, including completion of mental health assessments; risk assessment and crisis intervention/safety planning; psychoeducation and short-term/brief interventions to young people experiencing mental health and/or substance use problems.
- Experience in the planning, provision and evaluation of group-based interventions for young people and their families/carers.
- Competence regarding information technology, software packages and willingness to be trained and implement data collection and clinical record software.

10. POLICIES AND WORKPLACE PRACTICES

All headspace employees are required to acquaint themselves with the organisation's policies and procedures and to abide by them at all times.

It is expected that at all times, employees will:

- be respectful towards the organisation, colleagues, clients and the general public
- be cognisant with and uphold the objectives and philosophy of headspace
- act collaboratively with all colleagues
- act in a safe and responsible manner at all times

