

# POSITION DESCRIPTION

<b>Position Title</b>	Psychologist		
<b>Program Division</b>	Primary and Mental Health		
<b>Team Area</b>	NDIS		
<b>Position number</b>	VAC0569		
<b>Classification Grade &amp; Level</b>	Grade 2, Level dependent upon experience		
<b>Enterprise Agreement or Award applicable</b>	<a href="#">Public Community Health Sector Enterprise Agreement 2012 - 2016</a>		
<b>Employment details</b>	<input type="checkbox"/> Full-time 1.0 FTE	<input checked="" type="checkbox"/> <b>Part-time</b> <b>FTE 0.6</b>	<input type="checkbox"/> Casual
	AND		
	<input checked="" type="checkbox"/> <b>Permanent on-going</b>	<input type="checkbox"/> Fixed Term From: __ / __ / ____ [date] To: __ / __ / ____ [date]	
		Fixed term reason: <input type="checkbox"/> Parental Leave Replacement <input type="checkbox"/> Specific Project or Purpose	
<b>Position reports to</b>	NDIS Leadership Coach		
<b>Ordinary location(s)</b>	South Melbourne		
<b>Closing Date</b>	Friday 12 <sup>th</sup> April 2019 @ 5pm		
<b>Recruitment contact</b>	Email: <a href="mailto:recruit@starhealth.org.au">recruit@starhealth.org.au</a>		

## Star Health

Star Health is a provider of health and support services in Victoria. Encompassing six main and five satellite locations, over 300 staff work in multi-disciplinary teams to deliver health outcomes. It is a responsive and agile community health service, providing a wide range of healthcare and welfare services for all members of the community.

Star Health provides services spanning all periods of life including specialist childhood, youth and aged care services. In achieving its vision of **health and wellbeing for all**, Star Health is guided by our distinct service principles which include working with people and communities to achieve their health goals, understanding the context in which people live their lives, providing friendly, affordable, joined up services with a no wrong door approach.

**Website Information:** <http://www.starhealth.org.au/>

### Purpose of Position

This position will provide supports to NDIS participants as part of an innovative self-managing team of allied health and education professionals. At Star Health, we will provide NDIS therapeutic supports (including speech pathology, occupational therapy, psychology, and education support) in line with participants' goals and aspirations. We are seeking a psychologist who has experience working with young children and their families, and experience providing behavioural support to children and young people with autism spectrum disorder.

### Key Responsibilities

- **High performing team leadership:** Support the team to achieve service excellence, through contributing to a culture of continuous learning and peer coaching
- **Self-managing team development:** Participate in:
  - peer coaching and feedback processes
  - team reporting (measure performance and collect data)
  - customer allocation and waitlist management
  - team meetings as required (face to face and IT supported)
  - as agreed with team, hold one or more of 6 'other roles', including housekeeper, informer, developer, planner, team player, & mentor
- **Clinical leadership:** Provide clinical practice leadership to multidisciplinary team members
- **Clinical practice:** Provide excellent psychology/keyworker model to people with disability and developmental delay, including secondary consultation
- **Customer-focus:** Participate in customer-focused systems including customer feedback processes
- **NDIS systems:** Participate in, and support others to participate in, all elements of the NDIS system, including: quoting, service agreements, managing individual NDIS budgets, NDIS reporting, plan reviews and invoicing
- **Internal connections:** Establish connections and pathways with Star Health services, particularly the Child Health Team
- **External connections:** Liaise with NDIS, BSL (LAC), support coordinators, and other stakeholders as required

### Key Capabilities

- High quality clinical skills
- Behaviour support for children and young people with autism spectrum disorder
- Family centred practice, preferably with key worker experience
- Conflict resolution knowledge and ability to assess conflict confidently and apply sound judgement within organisational policies
- Relationship skills – able to utilise skills to effectively build rapport with staff, clients and external stakeholders
- Experience with implementation of new projects and associated change management
- Innovation and courage

### Qualifications [Post-Secondary/Vocational; Undergraduate or Postgraduate degree(s)]

Essential	<b>Degree in Psychology</b>
Preferred	Relevant post-graduate qualifications and/or demonstrated experience
Professional Membership(s)	APHRA; registration with Psychology Board of Australia

### Experience [Industry sector, field of practice]

Essential	Minimum 5 years psychology experience
Preferred	<b>Early Childhood Intervention, Disability/NDIS, Community Health</b>

<https://starhealthau.sharepoint.com/Shared Documents/HR/Position Description & PD Library/Mental Health/NDIS psych PD VAC0569 CD-12-4-19.docx>

Status: Internal; Confidential

Review Date: 15/03/2019

Review by: NDIS Project Manager

Key selection criteria – Essential	
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Strong clinical skills as a psychologist</li> <li>• A sound understanding of NDIS and the disability sector, and commitment to the social model of disability</li> <li>• Demonstrated knowledge of, and skill in, family-centred practice and transdisciplinary practice</li> <li>• Ability to work in an autonomous team</li> <li>• Team dynamics and caring</li> </ul>
Protecting babies, children and young people from child abuse and neglect is integral to the work at STAR	
<b>Protecting Children Policy Information</b>	<ul style="list-style-type: none"> <li>• Star Health has zero tolerance of child abuse. Protecting babies, children and young people from child abuse and neglect is integral to the provision of health services to this group and their families, and is a core responsibility for all Star Health staff.</li> </ul>
Organisational Responsibilities	
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• <b>Resilience</b> - Demonstrates perseverance in achieving objectives and copes effectively with setbacks and problems.</li> <li>• <b>Initiative &amp; Accountability</b> - Takes responsibility for actions and proactively implements work plan and addresses issues.</li> <li>• <b>Empathy and Cultural Awareness</b> - Demonstrates an interest in and an appreciation of a range of different cultures and actively seeks to understand and effectively address the issues and views of others.</li> <li>• <b>Continuous Quality Improvement</b> - Identify continuous quality improvement opportunities and act upon when/where relevant</li> <li>• “Can do” attitude, extra step, think outside the box</li> <li>• High degree of personal responsibility and accountability</li> <li>• Growth mindset</li> <li>• Give things a go</li> <li>• Open to new ideas and ways of working</li> <li>• Sense of humour</li> <li>• Commitment to ongoing professional development (external supervision and internal peer-to-peer supervision)</li> <li>• Lean in to change</li> <li>• Flexible, creative</li> </ul>
<b>Other Licence(s)</b>	Unrestricted Victorian Driver Licence (or equivalent)

Important information
<ul style="list-style-type: none"> <li>• Star Health is committed to providing and maintaining a working environment which is safe and without risk to the health of its employees. The organisation is a smoke-free workplace.</li> <li>• Star Health’s usual hours of operation are from 8:00am to 8:00pm Monday to Friday, specific hours of work will be determined in accordance with operational requirements and contained in the Contract of Employment. This role may involve out of hours work, especially after 5pm</li> </ul>

- Your Letter of Offer may state you will be based at a particular Star Health site, however it is expected that you will be required to work at different locations in the greater metropolitan area of Melbourne
- Offers of employment are contingent upon:
  - A successful reference check (all positions);
  - Non-adverse Criminal Record check (all positions);
  - Fitness for Work medical examination (specific positions);
  - Holding and maintaining a valid 'Working with Children Check' (all positions)
  - Undertake a DHHS Disability Exclusion Worker Check (specific positions)

***Star Health is an equal opportunity employer and encourages individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and LGBTI+ community to apply.***

*Some roles may require candidates to undertake psychometric testing prior to appointment.*

### Salary Packaging Information

- Star Health currently has two types of Salary Packaging:
  - General salary packaging of \$15,900 per FBT year
  - Meal Entertainment/Facility leasing of \$2,550 per FBT year

*Salary Packaging is optional and may have considerable tax benefits depending upon personal circumstances.*

### AUTHORISATION

Person who completed and authorises this Position Description	Position Title:	NDIS Leadership Coach
	Program / Division:	Healthy Communities