



## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	LGBTIQ+ Specialist Mental Health Clinician
<b>PROGRAM:</b>	Therapeutic Services (Victoria)
<b>STATUS:</b>	Part-time, 0.75 FTE 3 positions across the Mental Health Locals Dandenong, Melton, and Bendigo-Echuca
<b>REPORTING TO:</b>	LGBTIQ+ Specialist Mental Health Manager
<b>LOCATION:</b>	Dandenong, Melton, and Bendigo-Echuca
<b>CLASSIFICATION:</b>	VAC/GMHC Employment Agreement April 2014 - SCHCADS Award/SACS Level 5 <b>Thorne Harbour Health pays above award rates.</b>

### 1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health is a community-controlled LGBTIQ+ organisation, governed by our members, and working for our sex, sexuality, and gender diverse communities.

For 35 years as the Victorian AIDS Council (VAC), the organisation led the Victorian community's response to HIV and AIDS. Our work has now moved beyond Victoria, and Thorne Harbour Health is responding to a broad range of issues. Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTIQ+ communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

#### Our Vision

We envision a healthy future for our sex, sexuality and gender diverse communities, a future without HIV, where all people live with dignity and wellbeing.

#### Our Mission

We devise and deliver effective community-driven health and well-being programs. We advocate to reduce stigma and discrimination.

For more information on our organisation, please visit our website [www.thorneharbour.org](http://www.thorneharbour.org)

## **2. PROGRAM CONTEXT, ROLE & FOCUS**

The Therapeutic Services and Capacity Building teams provide specialist services to the LGBTIQ+ community, combining our counselling, alcohol, and other drugs (AOD), family violence and capacity building programs.

These specialist services target the LGBTIQ+ community and people living with or affected by HIV or Hepatitis C.

Thorne Harbour Health's services to the LGBTIQ+ community and people living with HIV recognise the importance of specialist responses led by the LGBTIQ+ community for the community and that HIV-related programs adhere to the principles of the meaningful involvement of people living with and affected by HIV.

We also develop and deliver LGBTIQ+ training and capacity building.

### **About the Service**

The Mental Health and Wellbeing Locals, also referred to as "Locals", are a key recommendation from Victoria's Royal Commission into the mental health service system's transformation. The Locals will act as the 'front door' service to the mental health system and will provide a continuum of care and support, including clinical interventions, wellbeing supports, and therapeutic support through an integrated mental health and alcohol and other drug framework approach. These services will have a 'no wrong door' policy, ensuring accessibility to all individuals seeking support.

Thorne Harbour Health will have LGBTIQ+ mental health manager, clinician, and peer workers based at Dandenong, Melton, and Bendigo-Echuca Mental Health Local Services.

## **3. POSITION ROLE AND RESPONSIBILITIES**

The LGBTIQ+ Mental Health Clinician will play a crucial role in the Mental Health and Wellbeing Local Service Model, supporting individuals within the LGBTIQ+ community experiencing mental ill health or psychological distress. Working alongside a multidisciplinary team of clinicians in the newly established Mental Health Locals, this role involves providing transformative and inclusive mental health services to LGBTIQ+ people and ensuring that service provision is safe and affirming for LGBTIQ+ clients and their families (including chosen family).

- Conduct comprehensive mental health assessments using a trauma-informed approach, recognising the unique needs and experiences of the LGBTIQ+ community.
- Develop and implement individualised care plans in collaboration with consumers, incorporating evidence-based therapeutic interventions.
- Utilise a Single Session Approach to maximise the impact of the first session and provide immediate support where needed.
- Engage in co-design and co-production initiatives, ensuring that the LGBTIQ+ community actively participates in service planning, design, implementation, and evaluation.
- Work closely with the Peer Practitioners and Lived Experience Team to create a supportive and affirming environment for consumers and their families/carers.
- Deliver therapeutic interventions tailored to the needs of the LGBTIQ+ population.
- Collaborate with external partners to ensure a seamless and integrated service delivery, addressing the intersectionality of identities within the LGBTIQ+ community.

#### **4. KEY SELECTION CRITERIA (Essential)**

The position of LGBTIQ+ Mental Health Clinician demands a diverse skill set to effectively support individuals within the LGBTIQ+ community experiencing mental health challenges. Successful candidates should possess the following skills:

##### **Qualifications:**

1. Professionally recognised qualification in Social work, Psychology, or a related field.
2. Eligible for registration with AHPRA or AASW as relevant.

##### **Skills and Experience:**

1. Demonstrated clinical proficiency in providing mental health assessments and evidence-based therapeutic interventions (individual and group).
2. In-depth understanding and cultural competence in addressing the mental health needs of the LGBTIQ+ community.
3. Knowledge of best practice frameworks for delivering affirmative and inclusive mental health care to LGBTIQ+ community. Including diverse gender, sexuality, and relationships.
4. Ability to collaborate effectively with multidisciplinary teams, including Peer Practitioners and Lived Experience Team members.
5. Excellent communication skills to engage with consumers, families, carers, and external partners, fostering a supportive LGBTIQ+ affirming environment.
6. Recognition and responsiveness to intersectionality, understanding how multiple identities impact mental health experiences.
7. Implementation of trauma-informed practices in mental health interventions, considering the unique experiences of trauma, discrimination, and violence for the LGBTIQ+ community.

##### **Desirable:**

- Postgraduate qualification in Counselling
- Previous experience in delivering mental health services to LGBTIQ+ community members.

#### **5. CONDITIONS OF EMPLOYMENT**

- Salary is paid in accordance with the VAC/GMHC Employment Agreement 2014. The classification for the position is SCHCADS Award/SACS Level 5. Pay range is pro rata of \$99,835 - \$104,354 per annum.
- Salary packaging is available at Thorne Harbour Health. It is a legitimate method of restructuring existing salary into a combination of salary and expense payment benefits to provide a higher net remuneration for the employee.
- Employer's contribution to superannuation will also be paid.
- Conditions of employment are as stated in the VAC/GMHC Employment Agreement 2014.
- The position is for 28.5 hours per week.
- Completion by Thorne Harbour Health of a satisfactory police check.
- Evidence of a successful Working with Children Check.
- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.
- Applicants must either be Australian citizens or have permanent resident status or be able to provide current visa documentation confirming proof of eligibility to stay and work in Australia.

## **6. PROFESSIONAL SUPERVISION**

Thorne Harbour Health has a commitment to ensuring that staff members receive high quality supervision on a regular basis. This role is required to attend this supervision.

## **7. WORKPLACE HEALTH & SAFETY**

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Duties of Employees).

## **8. APPLICATION PROCESS**

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be sent to [recruitment@thorneharbour.org](mailto:recruitment@thorneharbour.org)

For further enquiries please contact: Nic Robinson-Griffith (Acting Manager of Services): [Nic.Robinson-Griffith@thorneharbour.org](mailto:Nic.Robinson-Griffith@thorneharbour.org)

Applications close: Sunday 4 February 2024.

Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.