



Position Description – Clinical Lead Psychologist

Award or EBA:	Medical Scientists
Directorate:	Mental Health, Family Violence & Community
Reports to:	Mental health Team leader
Direct Reports:	Nil
Classification:	P3- Lead Psychologist

Our vision is ensuring the health and wellbeing of our community. Our [values](#) are:



About Us

Over the past three years, DPV Health has embarked on an exciting cultural transformation called the [DPV Health Way](#). This included a values refresh, with renewed focus on Our People, their contribution to our organisation and community and enforcing our commitment to excellent care, supporting every employee in leading a happy, balanced, fulfilling life; no matter who they are, where they are from — or where they are going. Our workplace culture is committed to DPV Health values and celebrates workforce diversity reinforcing the positive approach we have to the way people contribute, communicate, engage and interact.

Our People deserve to feel empowered and supported as they pursue their professional goals, learn new skills, and achieve meaningful milestones in their work. At DPV Health, we foster an environment that promotes greater growth, innovation, and collaboration, so you can feel elevated every day.

We invest in Our People, proudly offering a diverse range of opportunities including knowledge sharing, ongoing learning and development, leadership development, connectedness, and celebration; these are key pillars in our culture.

About this role

The Psychologist will be primarily responsible for providing clinical leadership and support to the teams and ensure delivery of evidence-based mental health interventions, consultation, education and training. They will also have the responsibility of supervision, training and mentorship to team members and postgraduate trainees, ensuring that the highest standards of professional practice are maintained.

The incumbent will provide professional expertise and consultation, both internally and externally to the organisation on key issues of a psychological nature including service development and procedures in areas requiring expert psychological knowledge.

Roles Key Accountabilities

Service Delivery

- Ensure the provision of evidence based psychological assessments, interventions and outcome measurement to clients, their families and others
- Support the professional development of provisional psychologists and other new entry mental health clinicians through the provision of training, supervision, mentoring and coaching
- Identify, collaborate and implement continuous improvements which contribute to improved clinical practice and thereby client outcomes
- Use clinical experience to support team clinical reviews to achieve their individual KPIs
- In collaboration with the team leaders and program manager to lead the development and implementation of the training needs calendar.
- Provide secondary consultations and other specialist advice within scope of practice

Reporting, System and Analytics

- Support the use of pre and post psychometrics to evaluate the service provision.
- Provide regular and adhoc reports about professional development outcomes.
- Contribute in collaboration with PG and TL in the develop, review and update policies and procedures.
- Actively use and promote the use of DPV Health systems such as TRAK, Care link, Riskman, ELMO, Prompt, MyBookings, and others.

Financials, Budgets, Target, Funding

- Stat their service provision: client direct service, secondary consultation and supervision in trakcare, CareLink; Refer Direct, Head to Health.
- Co-lead Case Review meetings and contribute to its successful operation as indicated by compliance with throughput and clinical review targets.

Culture, Engagement, Diversity – People Experience

- Demonstrates behaviours aligned with DPV Health Values and Code of Conduct
- Participate in and provide regular supervision and support team leaders with development of annual work plans and annual performance reviews

- Deliver expert clinical advice based on sound clinical governance principles, duty of care and ethical clinical behaviour. Participate, contribute to innovative options and solutions in area related to expertise
- Demonstrate positive leadership behaviour through representation and attendance at key events
- Communicate in a respectful and constructive manner. Offer a balance views and solutions from a super-vision perspective.
- Actively supports and demonstrates inclusive behaviour with a zero tolerance for any bullying, harassment and inappropriate conduct.

Health and Safety

Take reasonable care to ensure no risk of harm to self and others in the workplace. This includes immediately reporting any incidents, near miss, hazards and injuries.

- Comply with relevant Occupational Health and Safety laws, standards, safe work practices, policies and procedures and attend all safety initiatives, improvements & training.
- Demonstrate safe work behaviours and conducting work in accordance with our safety management system.
- Comply with confidentiality obligations with regard to, consumers, their families and colleagues

Risk Management and Compliance – Quality and Accreditation

- Integrate knowledge of wider issues affecting area of responsibility such as government policies, the health system, structural and financial arrangements and key performance indicators
- Ensure documentation supports both quality and department standards
- Actively identify, monitor and manage areas of key risk and lead appropriate escalation and response
- Actively monitor and improve the quality and safety of their care and services
- Identify risks as they emerge and proactively addressed new and known risks.
- Commitment to partnering with clients to facilitate effective engagement and participation.

Clinical Expectations/Competencies

- Clinicians and Clinical Supervisors are expected to retain (or where appropriate be eligible for) appropriate registration or the equivalent relevant to their profession.
- Clinicians and Clinical Supervisors are expected to build and maintain effective and collaborative relationships with clients and supervisees to achieve their goals and capacity building.
- Clinicians and Clinical Supervisors are expected to provide and/or support, the delivery of high-quality clinical care.
- Clinicians and Clinical Supervisors are expected to commit to continuous improvements and seeking and acting on client and staff feedback.
- Clinicians and Clinical Supervisors are expected to keep abreast of recent evidence-based therapies and/or treatments/practices/guidelines/frameworks related to practice/support/supervision.

- Clinicians and Clinical Supervisors are expected to keep abreast of current research and identify relevant opportunities for innovation & research.
- Clinicians and Clinical Supervisors are expected to support the service and management to maintain all accreditation standards relevant to the discipline and services provided.
- Clinicians and Clinical supervisors engaged in self-care and self-management.

This position description contains the key roles and responsibilities and associated performance indicators for this position. The above list is not intended to be complete. Other tasks may be assigned from time to time to meet the needs of the organisation. Specific actions and objectives of this role will be outlined through the goal setting and review process.

DPV Health Requirements

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| <ul style="list-style-type: none"> • Current Victorian Drivers Licence • Travel between sites will be required • NDIS Eligibility | <ul style="list-style-type: none"> • Valid Working with Children Check • Satisfactory Police Check & International Police Check |
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Authority

The occupant of this position has authority as per the delegation manual.

Key Selection Criteria

Qualifications

- Have a minimum of five (5) years of experience as a Clinical Psychologist;
- Hold an approved Post Graduate Degree in Clinical Psychology;
- Extensive clinical knowledge and experience in Clinical & Health Psychology;
- Registration with AHPRA with an Approved Area of Practice (Endorsement) in Clinical Psychology;
- Hold current registration as a Board Approved Supervisor, and have extensive experience in the supervision, training and development of staff.

Experience & Skills

- Demonstrated achievement in leadership, mentoring, supervision within area of responsibility to ensure effective service provision and program delivery.
- Experience in providing leadership in team and departmental research, quality improvement, and service evaluation activities.

Service Delivery

- Experience in planning, implementing and evaluating innovative, evidence based, clinical services.
- Understanding client needs and supervisees needs and providing excellent service.

Communication and interpersonal approach

- Communicates with a diverse range of audiences in an informative, engaging and persuasive manner
- Excellent written and verbal communication skills.
- Sensitivity to issues related to the provision of services in a community of high cultural diversity
- Communicates with a diverse range of audiences in an informative, engaging and persuasive manner.
- Ability to present complex information in an easily understood and accessible format.

Client Focussed

- Ability to deliver results and meet and exceed your client expectations.
- Ability to co-design in collaboration with clinician corresponding learning plans.

Planning and Organisation

- Demonstrated ability to participate in a performance driven environment.
- Ability to understand the client and staff needs and delivery the required service considering costs and funding/revenue.

Quality, process improvement and innovation

- Knowing the most effective and efficient processes to get things done. Speaking up and making suggestions when things can be done better for the client
- Capacity to make decisions, find solutions and escalate when required

Self-motivated

- Solution orientated and creative thinker
- Ability to work independently, be accountable and meet agreed timelines

Desirable

- Competent computer skills
- A relevant community language
- Experience facilitating and supporting provisional psychologists.

Employee Acknowledgement

I, _____, acknowledge I have read and understood this position descriptions and the requirements of my role.

Signature_____ Date_____