



Recruitment Information Package

To assist you in your application
to join our team



Vacancy Information

- Position:** Mental Health Clinician - Shared Care program (Multiple Roles Available)
- Working Location:** Multiple positions available to work across northern and western Adelaide
- Salary:** \$84,000 - \$90,000 base Salary plus a range of entitlements that are above industry standard
- Status:** Part-time to Fulltime (up to 37.5 hrs per week)
Contract until 30 June 2022 with the likelihood of extension

Do you want to be part of an innovative organisation that makes a real difference?

At Sonder, we've been helping people across South Australia to improve their wellbeing and live better lives since 1993. We support thousands of people each year with mental health challenges, drug and alcohol use concerns, chronic disease management and employment.

You may have noticed recently that Sonder has been advertising a large number of role opportunities - this is all due to our significant growth which has resulted in us being able to support more people in more communities.

Whilst our growth has led to us now employing over 300 people, we've made sure to retain our friendly culture and practical approach. When you work with Sonder, you become part of the Sonder family and that provides you with a number of benefits such as:

- Flexible working arrangements;
- Generous salary packaging options;
- Meal & entertainment allowances;
- Paid parental leave, and [much more!](#)

Thank you for your interest in applying for the position of Mental Health Clinician within Sonder's Shared Care Program.

We are seeking motivated and passionate staff with clinical expertise for multiple roles across Northern and Western metropolitan Adelaide.

The Mental health Shared Care Service provides supports to the path of recovery and physical health by delivering evidenced-based clinical therapy as well as working collaboratively with consumers and their GP's to monitor health needs. This exciting program offers recovery-focused clinicians the opportunity to foster Personal Recovery through a focus on strengths, values and goal striving; creating increased hopefulness, empowerment, quality of life and wellbeing. Sonder is able to offer a

tailored appointment schedule of 4 sessions a day, offering the time and space to engage both clients and their support networks.

Sonder is looking for accredited mental health professionals with knowledge, skills and specialist experience in delivering evidenced-based, focused psychological intervention to people diagnosed with a Tier 3 low prevalent, chronic, complex mental health disorder.

We also want to encourage private clinicians to apply and enjoy a blended salaried and private role. You will enjoy the best of both worlds!

This information package contains information about Sonder and guidelines on submitting your application.

You will find within the information package:

- An overview of Sonder
- Position description and role requirements

How to apply

Applications are made via our careers portal on our website.

All enquiries to employment@sonder.net.au

Full position descriptions are available at <http://sonder.net.au/careers/>

About us

Sonder helps people to live better lives by providing high quality care, health and support services. Sonder's range of services include mental health counselling, addiction services, Aboriginal health and employment support.

With centres located across South Australia, the organisation is committed to improving the patient journey through integrated and coordinated care. Clients are able to access multiple services to address their needs and receive high quality, culturally appropriate care in a timely manner.

As a result, Sonder has been delivering services since 1993 and has earned a solid reputation for the delivery of high quality psychological therapy and is now one of the leading providers of mental health services in SA

Sonder is the lead agency for headspace Adelaide, Edinburgh North, Marion and Onkaparinga. The headspace Centres act as a one-stop-shop for young people who need help with mental health, physical health (including sexual health), alcohol and other drugs or work and study support.

Sonder is fully accredited under ISO Standard AS/NZS ISO 9001:2015 and the National Standards for Mental Health Services.

Our accreditation status is oversighted and maintained by an internal Quality, Risk and Safety Committee, which aims to build, maintain and support a culture of continuous quality improvement with a proactive approach to risk management and work health and safety.



Job & Person Specification

1. POSITION DETAILS			
Position Title:	Mental Health Clinician	Date Approved:	25/09/2020
Portfolio:	Mental Health & AOD	Status of Employment:	Contract Position
Responsible To:	Mental Health Clinical Lead		
Location Base:	Sonder Edinburgh North – Wellbeing Services Building		
Role Delegation Level:	Non-Managerial Role		
2. POSITION CONTEXT			
Job Purpose Statement	<p>The Mental Health Clinician will work as part of a multidisciplinary mental health team to deliver focused psychological interventions for individuals with chronic complex tier 3 disorder.</p> <p>The Mental Health Clinician will include:</p> <ul style="list-style-type: none"> • Providing clinical therapeutic services (individual) to clients with low prevalence, high complexity disorders within the Sonder service areas. • Planning and implementing assessment and treatment services • Group program development and implementation where appropriate and necessary • Liaison and consultation with other professional employees • Participation in individual and group supervision, and attendance at team meetings and external meetings 		
Working Relationships	<ul style="list-style-type: none"> • Mental Health Clinical Staff and Support Services Team • Mental Health & Alcohol and Other Drugs Portfolio • Youth Services Portfolio staff as required • General Practitioners, external agencies and community organisations • All Sonder Employees 		
Line Management Responsibility	<ul style="list-style-type: none"> • No Line Management Responsibilities 		
Special Conditions	<ul style="list-style-type: none"> • Some out of hours work may be required for which time off in lieu may be taken • Intrastate and interstate travel may be necessary • Must possess current Driver's Licence and be prepared to use vehicle (reimbursement of kilometre costs will be made in accordance with the relevant award) • Must possess current Child Related Employment Screening / Working with Children Check • Sonder is a smoke free workplace • Participate in Performance Review & Development Appraisals annually and as required 		
Organisational Vision, Values & Purpose	<p>Our Vision: Better Care Better Health</p> <p>Our Values: Respect, Fairness, Equity, Honesty & Trust</p> <p>Our Purpose: Delivery high quality, local health care</p>		

3. KEY RESULTS, ACCOUNTABILITIES to inform PERFORMANCE INDICATORS

Key Result Area	Accountabilities and Outcomes (What is to be achieved – responsibilities and duties)	Key Performance Indicator (This is the measurement criteria for how each accountability/responsibility is achieved)
Duties include (but are not limited to):		
Clinical services	<ol style="list-style-type: none"> 1. Provide clinical mental health services including: <ul style="list-style-type: none"> - assess and screen referrals using appropriate tools, policies and procedures - provide information about mental health and available services - triage and assessment of mental health referrals - work collaboratively with clients and their families to identify their mental health (and where appropriate, general health) needs - coordinate client therapeutic interventions by formulating client plans in collaboration with the client, family/ carers, staff and external workers and agencies, including making internal and external referrals as needed - determine client goals and strategies to be implemented through therapy and review as required - support the continuity of client care and information flow between clients, staff GPs, and external workers and other agencies - participate in psychiatric assessment with clients where appropriate - provide individual and group clinical interventions as required 	<ol style="list-style-type: none"> 1. Close client files using appropriate tools, policy and procedures. Professional clinical mental health services are provided to clients in accordance with program work instructions and Clinical Governance Framework. 2. Timely assessments, case notes and closure requirements are completed as per program Work Instructions. 3. A case load will be maintained as determined by program work instruction and in consultation with program coordinator and Clinical Lead. 4. Good communication flow and collaborative care is delivered. 5. Strong adherence to organisational processes and procedures.
Clinical Group Therapy	<ol style="list-style-type: none"> 1. Participates in the identification and development of a therapeutic group program as per operational guidelines. 2. Establish methods of data capture and develop marketing strategy, selection criteria and internal referral procedures. 3. Develop/source program content and materials, and implement group therapy sessions. 4. Evaluate group program and conduct data analysis and report. 	<ol style="list-style-type: none"> 1. Therapeutic group program proposal is completed. 2. Program data is recorded in MasterCare, the group is effectively advertised and referrals received. 3. Successful delivery of professional clinical therapeutic group program. 4. Client evaluations are completed by program participants and facilitators, and submitted to the Clinical Leadership Group.
Other Clinical Responsibilities	<ol style="list-style-type: none"> 1. Participate in additional clinical responsibilities including Booked Assessment Service, Triage and Suicide Intervention Program, as determined by need and in consultation with the Clinical Leadership Group. 	<ol style="list-style-type: none"> 1. Professional clinical mental health responsibilities are fulfilled as scheduled and in accordance with the work instructions and the Clinical Governance Framework.
Records Management, QI & Compliance	<ol style="list-style-type: none"> 1. Comply with electronic case file system and any other relevant organisational processes and procedures. 2. Maintain client files using appropriate tools, policy and procedures. 3. Document presentations and attendance at events 4. Maintain appropriate case notes, records and data 	<ol style="list-style-type: none"> 1. MasterCare diary is maintained and compliant with the Mental Health Case File Audit Procedure, and Information Management Policy. 2. All contact from, to and concerning clients to be recorded in a File Note in MasterCare. 3. All presentation and events comply with the Events Planning Procedure.

	<ol style="list-style-type: none"> 5. Research, understand and interpret relevant legislation and Sonder policies/procedures in order to provide 'expert advice' to assigned client groups to ensure compliance and mitigate risks in terms of role objectives 6. Duty and passion to facilitate any Quality improvement requirements within emerge processes to streamline and improve the organisation 7. Contribute to the development and implementation of program specific policies and practices working closely with the Quality, Risk & Safety department as required 8. Display a commitment and passion for Sonder Values 	<ol style="list-style-type: none"> 4. Clinician provides information to support the evaluation of clinical services provided
Continuous Improvement, Health & Wellness Activities	<ol style="list-style-type: none"> 1. Participate in organisational commitment to their continuing professional development by attending team and all of staff meetings, and staff training and development as required; and 2. Participate in organisational commitment to staff Health & Wellbeing by attending health & Wellness Committee led initiatives and driving same within the Shared Care Team 	<ol style="list-style-type: none"> 1. Attend team and clinical staff meetings to contribute feedback, ideas and keep informed. 3. Staff development training is attended. 4. Attend and facilitate clinical case consults as required. 5. Receive and provide clinical supervision as per Clinical Governance Framework.
Communication & Relationships	<ol style="list-style-type: none"> 1. Foster and maintain relationships with external stakeholders to ensure good communication flow and clear referral pathways. 2. Participate in community engagement activities as directed and promote the mental health and wellbeing of the community. 3. Work co-operatively within the Mental Health & AOD team, exchange information and assist other team members to achieve team objectives and work outcomes. 4. Liaise with external agents, facilitators and organisations to deliver on Shared Care activities. 	<ol style="list-style-type: none"> 1. All contact from, to and concerning clients to be recorded in a File Note in MasterCare. 2. Sonder is professionally represented in promotional material, at community events and network meetings.

4. ORGANISATIONAL OBLIGATIONS

Compliance	<ul style="list-style-type: none"> • Be aware of and adhere to Sonder's policies and procedures • Display a commitment and passion for Sonder Values
Work Health & Safety	<p>As an employee of Sonder, you must:</p> <ul style="list-style-type: none"> • Take reasonable care for your own health and safety in the workplace; • Take reasonable care that your acts or omissions do not adversely affect the health and safety of others in the workplace; • Cooperate with your employer about matters of health and safety; • Comply with any reasonable instruction and cooperate with Sonder WHS policies and procedures; and • Familiarise the broad meaning of 'workplace' in health and safety legislation and Sonder WHS policies and procedures.
Diversity & Inclusion	<p>Sonder is an equal opportunity employer and we embrace diversity. We are committed to building a team that represents a variety of backgrounds, perspectives, and skills. In turn are committed to creating a safe inclusive environment for all employees.</p> <ul style="list-style-type: none"> • practice inclusivity and celebrate diversity in line with Sonder policies and procedures

5. ESSENTIAL MINIMUM CAPABILITIES

Skills and Abilities	<ul style="list-style-type: none"> • Ability to design and implement psychological interventions for individuals. • Ability to administer and interpret appropriate Mental Health and AOD psychometric tests and outcome measurements. • Ability to apply evidenced based Mental Health and AOD interventions including understanding of current theoretical concepts within mental health and AOD and their application to comorbidity issues and problems. • Ability to provide culturally appropriate Mental Health and AOD interventions to clients of Aboriginal and Torres Strait Islander, CALD, and LGBTIQ+ communities • Proven high level of communication skills including the ability to communicate effectively, both orally and in writing with client, internal and external agencies and the community. • Exceptional and professional interpersonal skills with the ability to relate to a diverse range of people • Exceptional time management skills to determine priorities and meet deadlines • Good problem solving skills and ability to exercise initiative and sound judgement • Proven skills in respecting and maintaining integrity and confidentiality in dealing with sensitive issues • Ability to be a team player and work within a multidisciplinary team • Flexible can do attitude and exceeds under pressure
Experience	<ul style="list-style-type: none"> • A minimum 2 years supervised experience in the area of Mental Health • A minimum 2 years relevant professional development and or supervision. • Experience in delivering cognitive behaviour therapy, recovery orientated interventions, harm minimisation interventions, and other evidence based mental health & AOD interventions. • Experience in care coordination in a Mental Health setting • Demonstrated experience working within a fast-paced environment;
Knowledge	<ul style="list-style-type: none"> • Knowledge and commitment to harm minimisation principles • Knowledge of the Biopsychosocial model • Knowledge of evidence based psychological interventions for Mental Health • Knowledge of Occupational Health, Work Health & Safety Act, policies and practices • Knowledge of Equal Opportunities Legislation, policies and practices • Knowledge of Professional Codes of Conduct and Ethics: aware of and practicing within relevant Federal and State Legislation and the relevant Professional Code of Practice, Conduct and Ethics. • Knowledge of the application of policies and procedures within an organisation to enable accreditation compliance • Knowledge and experience in using the Microsoft suite of software and databases

Qualifications:	<ul style="list-style-type: none"> • Qualified in one of the following disciplines and membership to associated professional body; Psychology, Social Work, Occupational Therapy, or Mental Health Nursing • Psychologists, Occupational Therapists and Mental Health Nurses must be registered with AHPRA • Occupational Therapist must have a minimum of two (2) years' experience working in mental health • Social workers must have Accredited Mental Health Social Work Status with AASW • Mental Health Nurses must be accredited with the Australian College of Mental Health Nurses • Qualifications and credentialing outside these minimum qualifications needs to satisfy the requirements of and be agreed upon by Sonder and its commissioning agencies. • Current National Police Check • Current Child Safe Environments
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6. DESIRABLE CHARACTERISTICS

Attributes/Experience	<ul style="list-style-type: none"> • A sense of humour!
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7. ACKNOWLEDGEMENT AND APPROVAL

Key results and accountabilities for this position should not be considered definitive. Accountabilities and outcomes may be added, deleted or modified, in consultation with staff as necessary. Job & Person Specifications will be reviewed in line with Performance Review & Development Appraisals unless required earlier.

ACKNOWLEDGED BY EMPLOYEE:		Date:		Signature:	
APPROVED BY CEO:	Sageran Naidoo	Date:		Signature:	