



Recruitment information package

To assist you in your application
to join our team

Vacancy information

- Position:** Registered Psychologist
- Working location:** Positions available to be based at Solasta Level 2, 280 North East Road, Klemzig SA 5089
- Salary:** Remuneration will be negotiated dependent on skills, experience and qualifications. Additionally, you will be offered a range of outstanding benefits including generous salary packaging options, TOIL, meal & entertainment allowances, paid parental leave, bonus Christmas leave & mileage allowance all of which will significantly boost your overall package.
- Status:** Part-time to Full-time (up to 37.5 hrs. per week)
- Closing date:** 5pm Tuesday, 28 September 2021

Are you looking to join a passionate and supportive team in an environment that encourages you to grow professionally and personally?

We are Solasta

Based just 10 minutes from the CBD in Klemzig, Solasta offers a range of evidence-based assessment and psychological therapy services for adults, children, young people and their families.

Our team consists of experienced Clinical and Registered Psychologists, Psychiatrists and other health professionals who provide individuals with strength-focused support so that they can shine their brightest.

Solasta is proud to be both a Social Enterprise and part of the [Sonder](#) family.

Sonder is a not-for-profit, South Australian based organisation with a social purpose to improve the lives of underserved community members by providing high quality, accessible care.

Sonder operates [social enterprises](#) such as Solasta that aim to be financially sustainable while providing social benefits to local communities.

Solasta operates under the Sonder values of Respect, Honesty, Equity, Fairness and Trust.

Why join Solasta

Our new and beautifully appointed consulting rooms have been carefully designed to create a space that allows your clients to experience safety, privacy and growth.

At Solasta, we pride ourselves on providing high quality services and encourage our team to craft their roles based on their values, interests and experience.

We are committed to living our organisational values not only for our clients, but also for our staff.

What we offer

- Generous salary and benefits including salary packaging.
- An additional paid week of annual leave (salaried staff).
- Flexible working hours with a focus on helping you achieve your perfect work/life balance.
- Career development opportunities within a large NGO.
- Support for staff to develop expertise in their areas of interest.
- Opportunities to work with children, young people and/or adults with a variety of presentations.
- Scope to work with NDIS, Medicare and private clients.
- Opportunities to grow your skills outside of therapy including assessments, workshops and presentations.
- Regular scheduled supervision within office hours and access to experienced clinicians throughout the working day.
- Options to pursue clinical endorsement.
- Generous annual training allowance and access to Sonder's in-house training.

Environment

- Values-based organisation where your wellness matters.
- Brand new, purpose-built clinic, beautifully appointed and thoughtfully designed to create a warm and welcoming experience for clients and staff alike.
- Spacious, sound-proofed rooms with lots of natural light.
- Located just 10 minutes from the CBD within the new Klemzig Medical Village Centre with ample off-street parking.
- Co-located with a GP clinic, medical specialists and other allied health services with vast opportunities for cross-referral and collaboration.
- Daily non-client time for all clinicians to support collaboration and social connection.

Resources

- Access to wide range of assessment and therapeutic resources.
- Intuitive practice management software reducing administrative burden on clinical staff.
- High quality administration and business development support.

Team

- Friendly and supportive team.
- Positive working environment.
- Strong emphasis on evidence-based practice.
- Clinicians committed to providing a confidential and respectful service that recognises and builds on individual strengths and respects individual choice.
- Staff are encouraged to contribute to the development and growth of the practice.

About you

We are seeking clinicians who are passionate about supporting clients to shine their brightest.

If you:

- Are seeking a positive, supportive work environment and team culture;
- Have a warm and engaging manner with a strong client focus;
- Are interested in contributing to a positive team culture and the development and growth of the practice;
- Have experience working with either adults, children or both;
- Have excellent clinical skills and commitment to evidence-based practice;
- Are interested in providing Medicare and NDIS services and;
- Have full AHPRA Registration.

We would love to hear from you!

How to apply

Applicants are requested to send a covering letter, addressing the key selection criteria, and resume to Sonder via our careers portal on our website.

All enquiries to employment@sonder.net.au

Full position descriptions are available at sonder.net.au/careers

About us

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Sonder is a not-for-profit, South Australian-based NGO with a social purpose to improve the lives of underserved community members by providing high quality, accessible care.

Sonder operates social enterprises, such as Solasta that aim to be financially sustainable while providing social benefits to local communities.

Solasta is dedicated to helping people to shine their brightest. Based just 10-minutes from Adelaide CBD, Solasta provides a range of evidence-based assessment and therapy services to adults, children, young people and their families.

Solasta's team consists of experienced Clinical and Registered Psychologists and other health professionals who provide individualised support to help clients to live their best lives.

We are committed to providing a confidential and respectful service that recognises and builds on individual strengths and respects individual choice. We work from the belief that people are the experts in their own lives and we work with individuals to help them to develop and work toward achieving their goals.

1. Position details			
Position title:	Psychologist	Date Approved:	13/09/2021
Portfolio:	Solasta	Status of Employment:	Contract Position
Responsible to:	Clinical Lead		
Location base:	Solasta, Level 2, 280 North East Road, Klemzig SA 5089		
Role delegation level:	Non-Managerial Role		
2. Position context			
Job purpose statement	<p>Solasta is a social enterprise of Sonder that will offer psychological services across the life span through a graduated fee structure. The Psychologist will deliver comprehensive assessment and evidence based therapy services to adults and/or children and young people and their families</p> <p>The Psychologists key responsibilities include:</p> <ul style="list-style-type: none"> • Providing high quality psychological assessments and interventions to children/and or adults with a range of presenting issues including those with disability. • Planning and implementing assessment and interventions services. • Group program development and implementation as required. • Liaison and consultation with other professional employees and external services. • Participation in individual and group supervision, and attendance at team meetings and external meetings. • Conducting workshops and/or information sessions for clients, carers, staff and/or other professionals. • Participating in activities to promote Solasta services. • Ensuring compliance with Medicare, NDIS and other contract guidelines. • Ensuring that Solasta upholds a client-centred approach and reflects Sonder Values 		
Working relationships	<ul style="list-style-type: none"> • Clinical Lead, Clinical Staff, Centre Coordinator and Support Services staff • Mental Health & AOD Portfolio • 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"> • Intrastate and interstate travel may be necessary. • Home and School visits 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 and/or NDIS Worker Screening. • Must possess Child Safe Environments Training and Responding to Abuse and Neglect if working in schools • Sonder is a smoke free workplace. 		

	<ul style="list-style-type: none"> • Participate in Performance Review & Development Appraisals annually and as required.
Organisational vision, values & purpose	<p>Our Vision: To help people to realise their potential and shine their brightest.</p> <p>Our Values: Respect, Fairness, Equity, Honesty & Trust</p> <p>Our Purpose: To provide empowering psychological and allied health services that help people live healthier and happier lives.</p>

Key results, accountabilities & outcomes 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):		
<p>Clinical Assessment and Intervention Services</p>	<ol style="list-style-type: none"> 1. Provide psychological assessment services including: <ol style="list-style-type: none"> a. Undertake comprehensive screening and initial assessment b. Conduct psychological assessments in accordance with best practice guidelines. c. Provide evidence-based psychological interventions d. Ensure assessment and management of clinical risk e. Undertake comprehensive and detailed clinical formulation and collaborative care planning f. Coordinate client therapeutic interventions in collaboration with the client, family/ carers, staff and external workers and agencies, including making internal and external referrals as needed g. support the continuity of client care and information flow between clients, referrers external workers and other agencies h. Provide therapy services via telehealth. 2. Provide services in line with the Mental Health Recovery Framework and/or Principles of the NDIS : <ol style="list-style-type: none"> a. Promotion of choice and fostering opportunities for a meaningful, satisfying and purposeful life b. Recovery outcomes are personal as well as unique and include an emphasis on social inclusion and quality of life c. Individuals are empowered so they recognize they are at the centre of their care d. Individuals are supported to build on their strengths and take as much responsibility for their lives as they can e. Positive risk taking is supported by balanced duty of care f. Promotion and protection of individual's legal, citizenship and human rights g. Fostering hope in an individual's future and their ability to live a meaningful life h. Individuals are understood as experts in their own lives 	<ol style="list-style-type: none"> 1. Evidence based psychological services are provided to clients in accordance with best practice guidelines and in accordance with the APS code of ethics. 2. KPI's for session numbers are maintained at the agreed level in consultation with Centre coordinator and/or Clinical Lead. 3. Assessment reports are delivered within agreed timeframes and are of a high standard. 4. Good communication flow and collaborative care is delivered to clients. 5. Strong adherence to Medicare, NDIS, contract requirements and organisational policy, processes and procedures. 6. Uniqueness of the individual is understood and fostered. 7. Opportunity for real choice is afforded to all clients. 8. All individuals are treated with Dignity and Respect. 9. Outcomes are evaluated.

	<ul style="list-style-type: none"> i. Relevant information sharing is valued j. Working positively and realistically with individuals and carers to realise their own hopes, goals and aspirations k. Individuals and carers can track their own progress l. Provide high quality and innovative supports that assist people to maximise their independence and achieve full inclusion within the community. <ol style="list-style-type: none"> 3. Taking into account social and cultural diversities to ensure access to and utilisation of culturally specific services. 4. Based on identified need, develop and deliver education programs for clients, staff and other professionals. 5. Participate in additional clinical responsibilities as required 6. Higher duties may be required time to time 	
Group Programs	<ol style="list-style-type: none"> 1. Participates in the identification and development of group based therapy and/or educational services as required. 2. Establish methods of data capture and develop marketing strategy, selection criteria and 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. Successful delivery of professional therapeutic and /or educational group programs. 2. Client evaluations are completed by program participants and facilitators.
Liaison, Networking Communication & Relationships	<ol style="list-style-type: none"> 1. Liaising and collaborating with other agencies, health care professionals and service providers to ensure best outcomes for Solasta clients. 2. Contribute to and promote professional education of General Practice, School personnel, Allied Health Providers and/or disability service providers. 3. Provide supervision to Master of Psychology and/or other students as appropriate. 4. Work co-operatively within Solasta, the MH and AOD portfolio and across Sonder Liaise with external agents, 	<ol style="list-style-type: none"> 1. Solasta/Sonder is professionally represented at community events and external meetings/forums. 2. Clinician provides community education/attends relevant community events where appropriate. 3. Clinician is committed to ensuring best practice in service provision related to clients. 4. All presentation and events comply with Sonder Events Planning Procedure.

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APP: XX/XX/XX

STORAGE: SharePoint Link



	<p>facilitators and organisations to deliver on Solasta Service activities.</p> <ol style="list-style-type: none"> 5. Liaise with external agents, facilitators and organisations to deliver on Solasta Service activities. 6. Support the development and implementation of internal and external promotional materials. 7. Contribute to the development of funding submissions and annual business plans as required. 8. Contribute to the development of referral networks and pathways. 9. Represent Solasta and Sonder at external forums and meetings. 	<ol style="list-style-type: none"> 5. Presentations are developed and delivered in a timely and professional manner. 6. Clinician works effectively and collaboratively with a range of services and providers to ensure client's needs are coordinated and met seamlessly. 7. Clinician fosters and maintains relationships with external stakeholders to ensure good communication flow and clear referral pathways. 8. Peer supervision is provided to other clinicians
Records Management, QI & Compliance	<ol style="list-style-type: none"> 1. Research, understand and interpret relevant legislation and policies/procedures in order to provide advice to clients and/or their families to ensure compliance and mitigate risks for Sonder and its employees. 2. Demonstrate thorough understanding and adherence with professional code of ethics. 3. Duty and passion to facilitate any Quality improvement requirements to streamline and improve the service. 4. Contribute to the development and implementation of Workplace Health & Safety policies and practices. 5. Comply with electronic case file system and any other relevant organisational processes and procedures. Maintain client files using appropriate tools, policy and procedures. 6. Document presentations and attendance at events. 	<ol style="list-style-type: none"> 1. Electronic diary is maintained and compliant with processes and procedures. 2. All contact from, to and concerning clients to be recorded in a File Note in electronic client management system. 3. Outcome measures are undertaken to demonstrate outcomes of services provided.
Continuous Improvement, Health & Wellness Activities	<ol style="list-style-type: none"> 1. Participate in organisational commitment to staff Health & Wellbeing by attending health & Wellness Committee led initiatives. 2. Participate in regular supervision sessions, team and staff meetings, and staff training and development as required. 	<ol style="list-style-type: none"> 1. Involvement in a minimum of one health and wellness committee led initiative a year 2. Attend team and clinical staff meetings to contribute feedback, ideas and keep informed. 3. Staff development training is attended.

	<ol style="list-style-type: none"> 3. Attend training and improve professional skills relative to individual need and attend organisational staff training and development as required. 4. Contribute to best practice standards through supporting the development and implementation of quality management systems, evaluation and reporting. 5. Attendance and facilitation of clinical case consults as required. 6. Participate in and contributes to the design and delivery of training. 7. Provide peer supervision of a colleague as appropriate. 	<ol style="list-style-type: none"> 4. Attend and facilitate clinical case consults as required. 5. Receive and provide clinical supervision as per Clinical Governance Framework.
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3. Organisational obligations

Compliance	<ul style="list-style-type: none"> • Be aware of and adhere to Solasta's policies and procedures • Display a commitment and passion for Solasta Values
Work Health & Safety	<p>As an employee of Solasta, 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 Solasta WHS policies and procedures. • Familiarise the broad meaning of 'workplace' in health and safety legislation and Solasta WHS policies and procedures.
Diversity & Inclusion	<ul style="list-style-type: none"> • Solasta 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, we strive to create a safe, inclusive environment for all employees. • As an employee of Solasta, you must practice inclusivity and celebrate diversity in line with Solasta policies and procedures.

4. Essential minimum capabilities

Skills and Abilities	<ul style="list-style-type: none"> • Demonstrated ability to conduct comprehensive psychological assessments based on the presenting needs of the client. • Demonstrated ability to provide high-quality evidence based interventions using a range of therapeutic approaches appropriate to the needs of the individual. • Exceptional interpersonal and communication skills with the ability to form engaging relationships with clients and their families/carers. • Highly self-motivated and dynamic personality with the ability to significantly contribute to Solasta services with a level of autonomy. • Ability to administer and interpret appropriate psychometric tests and outcome measurements. • Ability to perform multiple tasks and meet deadlines. • Ability to work independently with minimal supervision whilst contributing positively to Solasta services. • Proven high level of communication skills including the ability to communicate effectively, both orally and in writing with client, family members/carers and internal and external agencies and the community. • The ability and experience to conduct risk assessments, including suicide and risks associated with challenging behaviours, and to develop action plans that mitigate these risks. • Excellent problem solving skills and demonstrated ability consulting, liaising and negotiating with internal and external stakeholders. • High level computer skills including word processing, spreadsheets, electronic medical/case records and database applications. • Flexibility in coping with organisational change and demonstrated capacity to assist other staff to be innovative in clinical approaches and engagement with clients and their families/significant others
Experience	<ul style="list-style-type: none"> • Demonstrated experience working within a fast-paced environment. • A minimum 2 years' experience providing child/adolescent or adult psychology. • Experience in assessing and treating children and/or adults with a range of presenting issues.
Knowledge	<ul style="list-style-type: none"> • Knowledge, including theory underpinning evidence-based intervention and research into their effectiveness • Knowledge of the application of policies and procedures within an organisation to enable accreditation compliance. • Knowledge of National Standards for Mental Health Services 2010. • Knowledge of the NDIS Rules and Regulation • Knowledge of Medicare guidelines
Qualifications:	<ul style="list-style-type: none"> • General registration with Psychology Board of Australia (AHPRA) • Knowledge and experience in using the Microsoft suite of software and databases. • Current DCSI or Working With Children Clearance • Medicare provider number for psychology services

	<ul style="list-style-type: none"> • Current Child Safe Environments (Through Their Eyes) Training
5. Credentialing qualification requirements	
<ul style="list-style-type: none"> • Current and full general registration with the Psychology Board of Australia (APHPRA). 	
6. Desirable characteristics	
Attributes/Experience	<ul style="list-style-type: none"> • A sense of humor! • Masters Degree in Clinical Psychology and eligibility for clinical registrar program. • Masters degree in health, forensic or educational psychology and eligibility for area of practice endorsement in forensic, health, counselling or educational and developmental psychology. • Experience in working with people with disability and providing NDIS services. • Experience in facilitating or assisting with evidence-based group programs. • Prior experience working in a private practice or fee for service setting. • Knowledge of community resources, formal and informal, relevant to those having acute or severe mental disorder and disability.
7. Acknowledgement	
<p><i>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.</i></p>	