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| **POSITION:** | **Psychologist - DART Allied Health Assessment Team Position Description** |
| **REPORTS TO:** | **Senior Manager – Early Childhood Intervention Service** |
| **DATE UPDATED:** | **July 2024** |

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| **ORGANISATIONAL ENVIRONMENT** |

MCM (Melbourne City Mission) is a leader and innovator in the provision of services to the community. Established in 1854, MCM is a non-denominational organisation that supports thousands of Victorian people and communities to overcome barriers and disrupt disadvantage to live their life, their way.

As a service provider MCM’s work is focused on supporting people to have agency in their own lives and participate fully in community life. MCM’s service profile includes Children; Young People; Adult and Family; Employment, Education and Training; Homelessness; Justice; and Palliative Care.

As a social change agent MCM advocates for social policy change and works across all sectors in seeking to achieve sustainable outcomes for communities experiencing disadvantage.

All of our work is realised through the MCM Values: Together; Courageous and Curious; Open and Accountable.

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| **JOB CONTEXT** |

The Disability Advice and Response Team (DART) will assist the Children’s Court to identify when a young person has a disability and will enable the presiding judicial officer to be better informed about the young person’s disability. DART will be available to the criminal division of the Children’s Court of Victoria including the Children’s Koori court, as well as Marram-Ngala Ganbu (Koori Family Hearing Days).

MCM working in partnership with Victorian Aboriginal Legal Service (VALS), will deliver the DART service across five courts, Melbourne, Dandenong, Geelong, Shepparton and Broadmeadows.

The DART Allied Health Team are a specialist short term assessment service for young people in the youth justice system with potential undiagnosed disability. We work in partnership with DART workers (employed by MCM or VALS), families, valuing their skills, knowledge and involvement. We respond to their needs and choices by providing support, information and resources.

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| **JOB PURPOSE** |

The DART Allied Health Assessment Team Member will work as part of a team in a multidisciplinary model of service delivery. The position is responsible for providing specialist assessment and support and service to young people in the youth justice system and their families.

The long term outcomes are for Young people to have access to services that will promote development, wellbeing and community participation. The role will operate in partnership with parents/caregivers, families and other significant stakeholders to enhance their knowledge, skills and supports to access appropriate supports

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| **JOB OBJECTIVES** |

**Duties of this role may include but are not limited to the following:**

* Work within a multi-disciplinary assessment team to complete diagnostic assessments for young people 10-18 years involved in youth justice system.
* Provide recommendations regarding appropriate supports and services for the young people assessed.
* Provide secondary consultation and support to other Allied Health Team members within the team.
* Work closely to engage with other Allied Health Team members within the team to deliver high quality integrated assessments and supports to young people.
* Participate in the DART Allied Health Assessment Team Meetings, collaborating with others at this level to deliver team outcomes, around practice and sustainability.
* Ensure support to young people and families is culturally responsive and reflective of the community in which they are a part.
* Provide ongoing feedback through email updates, reports and discussion with young people families/carers in a timely and effective manner.
* Participate in MCM’s initiatives, professional development program and professional networks to ensure the highest standard of practice is maintained.
* Uphold professional standards by demonstrating best practice and keeping abreast of practice developments, government policy, NDIA policy and statutory requirements to ensure service is of a high standard.
* Adopt a risk management approach to problem solving to assist in identifying issues which may have ramifications for the young person.
* Other reasonable duties as directed by the Manager.

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| **KEY RELATIONSHIPS** |

This position may have relationships with a diverse range of MCM employees, external service providers, organisations and stakeholders within the community, with the view to providing the most appropriate and effective services and supports to the people they support. Examples of key relationships are detailed in the following table:

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| **Internal**  **Relationships** | * All program areas located within Disability Services |
| **External**  **Relationships** | * Department of Justice and Community Safety * Court Services Victoria * Victorian Aboriginal Legal Service |

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| **KEY SELECTION CRITERIA** |

**Essential:**

* Registered psychologist with AHPRA.
* Competence and confidence in diagnostic assessments (including WISC-V, WAIS-IV, Vineland 3, ABAS and autism assessment tools.)
* Ability to implement effective caseload management strategies
* Strong organisational skills, with the ability to balance and deliver on case load requirements of the role.
* An understanding of the requirements for ensuring child safety.
* Experience working within a multidisciplinary team
* Excellent interpersonal, written and verbal skills.
* Ability to work both independently and collaboratively with other professionals to enhance the supports provided to young people and their support networks.
* Computer literacy including proficiency in the use of Microsoft Office and Excel.
* Current Driver’s licence and ability to access own vehicle.
* Satisfactory completion of safety screening including a National Police check, International Police check (if required), a current Victorian Working with Children Check (Employee), current Victorian Drivers Licence, and the right to work in Australia.

**Desirable:**

* Experience working in the Youth Justice System
* Understanding of current issues and trends within the youth justice space.
* Experience working with people living with a disability
* Flexible to work from other sites.

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| **ORGANISATIONAL REQUIREMENTS AND COMMITMENTS** |

**Workplace Health & Safety:**

MCM’s strategy is to create a working environment in which we have zero tolerance for compromised worker safety. As an employer we endeavour to provide a working environment that is safe for all employees and clients and adheres to Occupational Health & Safety regulations as an employer.

As an employee, you also have Occupational Health & Safety responsibilities as follows:

* To comply with all MCM policies related to Occupational Health and Safety in the workplace.
* Take reasonable care of your own health and safety in addition to the health and safety of your colleagues and clients who may be affected by your acts or omissions in the workplace.

**Client Wellbeing and Safety:**

We are committed to the safety and wellbeing of children, young people, people with a disability and other vulnerable people. We have a zero tolerance of abuse and neglect of all vulnerable people and are committed to actively contributing to a safe organisation in which children, young people, people with a disability and vulnerable people are protected from violence, abuse, and neglect. All employees are required to comply with the Child Safe Standards.

**Operational Accountability:**

MCM is committed to operating efficiently, ethically and remaining operationally and financially sustainable.

As an employee you are expected to operate within the requirements of our accreditation, registrations, delegations and work responsibilities as detailed in our various policies and procedures, Code of Conduct and regulatory guidelines.

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| **COMPLIANCE** |

As an employee, you are expected to comply with the following:

* Comply with and actively support all position, division and organisational policies and procedures.
* Satisfactory completion of safety screening including a current Working with Children check, National Police check, International Police check (if required), and the right to work in Australia.

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| **OUR VALUES** |

Employees are expected to commit to and demonstrate MCM’s values:

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| **Together** | We are inclusive and accepting of difference.  We work in highly effective teams and our people are connected across our organisation.  We engage proactively with others to deliver outcomes |
| **Courageous** | We speak up constructively in line with our convictions.  We pursue our goals with determination.  We are passionate about our advocacy role. |
| **Curious** | We are inquisitive and ask why.  We challenge the status quo.  We actively explore the alternatives |
| **Open** | We are transparent and have genuine, honest interactions.  We listen and hear people’s voices.  We value and respect the autonomy of clients.  We trust one another. |
| **Accountable** | We act safely in all our interactions.  We manage within our financial and resource boundaries.  We own our outcomes and decisions.  We are proud of the work that we do |