

Position Description

POSITION: LGBTI MENTAL HEALTH COORDINATOR

Location: **Brisbane**
Classification: **QuAC Award Level 3**
Hours: **38 hours/week**
Term of Employment: **To 30 June 2018 (with possibility of extension)**

Reports to: **Supervisor:** The LGBTI Mental Health Coordinator will report directly to the Clinic 30 Practice Manager, Queensland AIDS Council.
Subordinate Staff: The LGBTI Mental Health Coordinator will not be required to supervise staff at present, but may work closely with other staff providing mental health services within Queensland AIDS Council and may be responsible for staff supervision at a future date.

Salary Range: \$73,730.57 to \$94,979.85 (plus salary sacrifice benefit)

About QuAC

Our Vision

That lesbian, gay, bisexual, trans, intersex, sistergirl and brotherboy Queenslanders achieve fair and just health outcomes; and an end to HIV transmission in Queensland.

Our Mission

QuAC leads in the delivery of peer based, culturally appropriate and inclusive LGBTI health promotion, services and organisational and individual capacity development that:

- Promotes the health and wellbeing of lesbian, gay, bisexual, trans, intersex, sistergirl and brotherboy communities and peoples across Queensland.
- Promotes the sexual health of, and reduces the transmission of HIV among lesbian, gay, bisexual, trans, intersex, sistergirl and brotherboy Queenslanders.

Our Values

Justice, courage, innovation, celebration

Equal Employment Opportunity and Affirmative Action

The Queensland AIDS Council promotes Equal Employment Opportunity. All selection is based on proven experience, qualifications and / or training and the person's potential to undertake the responsibilities of the position most efficiently. We will not discriminate against applicants on any grounds not relevant in determining the best person for the position.

As a lesbian, gay, bisexual, trans, intersex (LGBTI) peer based organisation, and an HIV service agency, we recognise that LGBTI people and people living with HIV (PLHIV) bring unique perspectives, skills and knowledge that are important to QuAC's work. QuAC therefore promotes the recruitment and continued employment of LGBTI people and people living with HIV.

QuAC values the rights of PLHIV to confidentiality and so the choice to reveal HIV status remains the prerogative of the individual applicant/employee.

Position Background, Statement and Purpose

Across Queensland, and indeed across the country, LGBTI people experience poorer mental health than the rest of the community. LGBTI people are significantly more likely to experience suicidal ideation, self-harm and depression. The prevalence of discrimination against LGBTI people is a devastating driver of poor mental health outcomes for LGBTI people, with many forms of discrimination being covert.

Heteronormativity, homophobia and transphobia contribute significantly to LGBTI poor mental health outcomes, and place a range of barriers to LGBTI people living healthy, connected and fulfilled lives.

The postal survey on marriage equality has placed the LGBTI community under immense pressure, with an increased number of community members experiencing distress. The impact has been experienced across the LGBTI community broadly, impacting on even the most resilient and community connected.

The LGBTI Mental Health Coordinator will work with staff, volunteers and stakeholders across Queensland to improve the mental health of LGBTI Queenslanders, through both coordination of mental health services, and direct intervention with LGBTI people.

Accountability Objective

The LGBTI Mental Health Coordinator has responsibility for providing counselling, assessment and referral of LGBTI people to improve their mental health and general wellbeing, particularly those with a mental illness or at risk of suicide, self-harm or depression. The role will involve working alongside LGBTI people and their carers or families to assist in accessing services and supports from multiple sectors.

This position requires an extensive knowledge and experience of working with the LGBTI community, with an emphasis on provision of services to people most at risk of poor mental health within the LGBTI community.

Responsibilities

Direct Service Provision

- Conduct initial intake and assessment.
- Develop a client plan for each client accessing the service.
- Provide short term counselling services including ongoing assessment, care planning, referral, intervention and mental health strategies.
- Provide focused psychological clinical tools, including cognitive behavioural therapy, interpersonal therapy, narrative therapy, brief intervention or others that may be suitable.
- Case closure and development of referral pathways if further counselling is required.
- Provide client focused brief intervention with clients over a short period of sessions, in an LGBTI affirming practice.
- Work closely with the referring GP or relevant key worker regarding client progress.
- Development and facilitation of peer support groups.
- Experience working with people with a wide range of mental health issues and challenges including chronic health conditions, legal matters, housing, trauma, financial, and alcohol and drug use.
- Identify and resolve issues which prevent LGBTI people from accessing support and services.
- Contribute to service mapping and gap analysis.

Administration

- Management of confidential client files, including writing case notes, client plans and referral pathways.
- Management of client intake, including assessing eligibility of clients waiting to access the counselling service.
- Referral of clients not appropriate for counselling, or clients completing counselling.
- Development of case plans for each client to monitor the progress of clients accessing counselling.
- Data collection as required by Queensland AIDS Council and/or funding bodies.
- Assist with development of a state-wide LGBTI mental health strategy and/or action plan.
- Assist with sourcing funding and applications.
- Attendance at relevant meetings and events relating to the role.
- Ability to work autonomously as well as a team member.

Other Duties

- Other duties as assigned by the Clinic 30 Manager.

SELECTION CRITERIA

All selection is based on proven experience, qualifications and/or training and the person's potential to most efficiently undertake the responsibilities of the position. The key selection criteria are ranked by percentages indicating the importance of the criteria.

YOU MUST RESPOND TO THIS SELECTION CRITERIA AS PART OF YOUR APPLICATION.

Weighting	Key Selection Criteria
20%	Degree in Social Work, OT, Psychology or other related discipline, and registration with a professional representative body.
20%	Demonstrated experience in client intake, assessment and counselling of clients accessing a counselling service, or similar services aimed at promoting improved mental health.
20%	Demonstrated experience in working with lesbian, gay, bisexual and transgender clients, and an understanding of issues they may face whilst accessing mental health services.
10%	Commitment to working from within client centred practice frameworks that build self-worth, increase social connectedness and have a basis in social justice.
10%	Highly developed interpersonal, communication, confidentiality and negotiation skills and the capacity to build and maintain relationships within Queensland AIDS Council and with external stakeholders.
10%	Have a minimum two (2) years of experience practicing as a Social Worker, OT, Psychology or other related discipline.
10%	Have completed or be willing to complete Suicide Prevention Program Training.

Other Requirements

- Regular work outside normal business hours may be required.
- Some inter/intra – state travel may be required.
- Eligibility for a Blue Card from the Commission for Children and Young People and Child Guardian and successful Police Check.
- A current Queensland drivers licence
- Membership of the Australian Association of Social Workers (AASW) or equivalent professional registration.

APPLICATION AND SELECTION PROCESS

Your application MUST address the selection criteria listed with the Position Description.

We recommend that you respond to each selection criterion separately and succinctly. Applications that don't clearly address the selection criteria may not be considered further. We recommend you include:

1. **A Statement of Claims** describing your suitability against each of the selection criteria. Fully and concisely describe your knowledge, skills, experience and qualifications relevant to each criterion.
2. **A Curriculum Vitae** (or Résumé) providing a summary of your work experience, professional education and training. Include positions you held, period of employment and brief details of duties and responsibilities.
3. **Referee Contact Details** outlining the names, positions and telephone contact numbers for at least two work-related referees. These should be people who can comment on your ability to perform the role for which you are applying.
4. **Supporting Documentation** if specifically requested in the application package. You may choose to include (or cite) documents considered directly relevant to the position. Please keep these to a minimum.

Forward your application to The Recruitment Officer:

By email: info@quac.org.au

Or, by hand:
30 Helen St
Newstead Q. 4006

Further Details

For additional information about this position or about the recruitment process, contact:

Craig Atkinson, Practice Manager, Queensland AIDS Council
Ph. (07) 3017 1777
E: info@quac.org.au

APPLICATIONS MUST BE RECEIVED BY 5PM FRIDAY 13TH OCTOBER 2017