

# POSITION DESCRIPTION

Role Title	Senior Therapist/Psychologist
Reports to	Clinical Program Lead
Roles reporting into this role	N/A
Accountabilities and Responsibilities	<p>The Senior Therapist/Psychologist will use their clinical knowledge and experience to act as a senior therapist and provide leadership within the therapist team. They will develop individualised psychological treatment plans for the participants of Wandi Nerida and lead on delivering evidence-based individual, group, and family treatment as required and as outlined in the B-FREEDT Model of Care. The Senior Therapist/Psychologist will take on additional responsibilities of supervision of other staff groups or therapists and being a clinical lead in the program. As a 24/7 recovery centre, the Senior Therapist/Psychologist will be rostered to offer support and treatment during evenings and weekends. There will also be a requirement to have some meals with participants.</p> <p><b>Clinical</b></p> <ul style="list-style-type: none"> <li>• Through advanced clinical knowledge and a high degree of independent clinical decision making, provide and oversee assessment, treatment, and co-ordination of care to participants engaged with our services.</li> <li>• Provide clinical leadership within the service and act as a senior clinician within the organisational structure.</li> <li>• Provide clinical supervision to other staffing groups and junior therapists</li> <li>• Direct provision of individual, group and family therapy and meal support to participants and their carers.</li> <li>• Participate in multidisciplinary meetings, supervision and case conferences that contribute to high quality outcomes for all participants and ensure clinical review meetings occur regularly.</li> <li>• Provide direct clinical services to people with eating disorders and families.</li> <li>• Assist with other duties as may reasonably be directed by the Clinical Program Lead or Clinical Director.</li> <li>• Involved in the day-to-day clinical risk assessment and management of participants.</li> <li>• Participate in professional development and maintain currency of professional knowledge and skills.</li> </ul> <p><b>Service delivery</b></p> <ul style="list-style-type: none"> <li>• Support the Clinical Program Lead as needed.</li> </ul>

	<ul style="list-style-type: none"> <li>• Provided clinical supervision/consultation to other clinical staff within the team with a focus on service quality and achieving contracted deliverables.</li> <li>• Provide leadership in the review of current treatment programs, and development and implementation of new projects and initiatives.</li> </ul> <p><b>Service evaluation/quality</b></p> <ul style="list-style-type: none"> <li>• Maintain high standards of clinical record keeping ensuring that accurate notes are recorded, file audits completed in line with legislative requirements and organisational policies and procedures.</li> <li>• Ensure processes in place for the collection, analysis and interpretation of outcome measures for clinical and service evaluation purposes.</li> <li>• Assist the Wandí Nerida Executive to implement and coordinate processes for quality improvement, Information Management, and adherence to Occupational Health &amp; Safety requirements.</li> <li>• Contribute to the development of papers and presentations to professional bodies, conferences, research journals and publications.</li> <li>• Ensure staff develop and maintain the required skills commensurate with their role.</li> </ul>
<p><b>Selection Criteria</b></p>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Tertiary qualifications in Psychology OR other health profession ie. Social Work/OT/Counselling</li> <li>• Advanced training in eating disorder treatment models</li> <li>• Demonstrated ability to supervise clinical staff</li> <li>• Full registration as a health professional with AHPRA or relevant regulatory body</li> <li>• Direct experience of working with people with eating disorders and other mental health difficulties.</li> <li>• An advanced level of understanding of eating disorders and disordered eating, body image and related issues (including comorbidities) and of their impact both on the individual experiencing the issue and on their families, friends, partners and other carers.</li> <li>• Experience of facilitating therapeutic group programs, coupled with an ability to manage difficult and challenging group dynamics.</li> <li>• Demonstrated competence in clinical problem solving, especially related to eating disorders.</li> <li>• Clinical knowledge of eating disorders, disordered eating and body dysmorphia as well as co-morbid mental health conditions.</li> <li>• A capacity and willingness to work within the program's philosophies, combining concepts from different theoretical models and applying them adaptively and flexibly.</li> <li>• Ability to eat in a healthy, relaxed, flexible manner in the company of participants, and to model an appropriate relationship with food.</li> </ul>

	<ul style="list-style-type: none"> <li>• Able to demonstrate insight into the wide range of issues that are commonly present for people with eating disorders and their families/partners and carers, and to relate to people in distress, establish rapport and gain the confidence and trust of participants and their carers.</li> <li>• A demonstrable commitment to continuous improvement of service quality, and to creating and maintaining an environment that supports clinical excellence and leads to quality outcomes.</li> <li>• Competence in clinical problem solving.</li> <li>• Advanced computer skills including the ability to utilise ICT solutions, electronic recording systems and data management tools.</li> <li>• Ability to work both independently and collaboratively as a productive team member.</li> <li>• Clear understanding of professional boundaries, confidentiality, privacy principles and practices.</li> <li>• Meeting the competencies of the Australia &amp; New Zealand Academy for Eating Disorders (ANZAED) Clinical Practice and Training Standards for Mental Health Professionals and Dietitians providing eating disorder treatment.</li> <li>• Willingness to participate in a therapeutic community.</li> <li>• Adaptable and flexible approach to work, particularly when circumstances result in a change in routine.</li> <li>• Willingness to walk the talk of our therapeutic approach.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Endorsement as a Clinical Psychologist (Psychology Board of Australia)</li> <li>• Psychology Board of Australia approval to provide supervision to provisional psychologists</li> <li>• A broad understanding of the eating disorders system of care within Australia.</li> <li>• Experience in a similar not-for-profit and/or public health sector.</li> <li>• Able to fulfill all NEDC clinical competencies as per the <a href="#">National Practice Standards</a>.</li> </ul>
Other Requirements	<p><b>Vaccine Preventable Diseases (VPD) Requirements</b></p> <p>It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:</p> <ul style="list-style-type: none"> <li>▪ Measles</li> <li>▪ Mumps</li> <li>▪ Rubella</li> <li>▪ Varicella (chicken pox)</li> <li>▪ Pertussis (whooping cough)</li> <li>▪ Hepatitis B</li> <li>▪ Seasonal Flu</li> <li>▪ COVID-19</li> </ul> <p>We encourage applications from people with lived experience of eating disorders, and family members/carers of people with eating disorders. It is a requirement of all roles, that those who have</p>

	<p>experienced an eating disorder consider themselves to have been recovered for at least two years.</p> <p><b>At all times:</b></p> <ul style="list-style-type: none"> <li>• Relevant to the position, participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards and quality improvement programs</li> <li>• Conduct yourself in a professional manner.</li> <li>• Have exceptional interpersonal relationship skills and a positive attitude</li> <li>• Strive to act in accordance with the vision, mission and objectives of Wandi Nerida</li> <li>• Follow Wandi Nerida's policies and procedures.</li> <li>• Follow/participate in occupational health and safety measures.</li> <li>• Act considerately around the workplace and have regard for the well-being of fellow staff, volunteers and our service users.</li> <li>• It is a requirement of all positions at Wandi Nerida that the person has a Working With Children Check clearance (pass) and Police check and complete required vaccination status to work in a Queensland Health Service.</li> <li>• All staff should be aware of and actively uphold the Wandi Nerida values.</li> <li>• We practice truth without judgement, fostering social connection.</li> </ul>
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## WANDI NERIDA

<p>Overview</p>	<p>Wandi Nerida is the trading name for Butterfly Residential Care Pty Ltd and is limited by shares. It is a not for profit company 100 percent owned by the Butterfly Foundation, Australia's leading national charity for eating disorders and body image issues.</p> <p>Wandi Nerida is situated on a beautiful, serene 25-acre block in the Mooloolah Valley on the Sunshine Coast and will make a significant contribution to improving treatment options for Australians with eating disorders. It will be a licensed private mental health facility that provides a unique service within the eating disorder care continuum and accepts referrals from all states and territories in Australia. Within the ecosystem of eating disorder services, Wandi Nerida will fill the gap between hospital admission and outpatient care to provide an opportunity for a more intensive psychological recovery and more seamless integration of services.</p> <p>This purpose-built, multidisciplinary staffed facility will provide a healing space where people living with eating disorders can work, over time, towards healthy minds and bodies. The B-FREEDT model is recovery orientated integrating lived experience as a key feature of our staffing model. In addition, to Wandi Nerida providing a safe, innovative</p>
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	<p>environment for those most in need of psychological and physical care, it will be an important pilot project for future Australian models and facilities. The care we deliver will allow us to gather the evidence we need to make the case for the provision of high-level residential care and support across multiple sites around Australia.</p>
<p>Meaning Behind Wandi Nerida</p>	<p>We are thankful for the involvement of local elders who came to our property and offered insight into the traditional culture and stories of the region. In doing so, they gifted us with the name <b>Wandi Nerida</b>, which means to “gather together to blossom”.</p> <p><i>The meaning behind this name comes from a small insect that was very unhappy within itself.</i></p> <p><i>All it wanted to do, was break free and live a life worth living.</i></p> <p><i>It knew, that if it stayed the way it was, then one day someone would come along and squash it into the ground and it would be nothing but a worthless downtrodden squashed bug.</i></p> <p><i>So in all its wisdom, it isolated itself in a cone, drawing strength from itself to become a new creation so it could fly off and explore the many different levels in life.</i></p> <p><i>Reasoning behind, why there's so many beautiful butterflies in the world today, flying around exploring the many new heights in life.</i></p>
<p>Vision</p>	<p>Intervention is early in illness and episode, treatment is effective, affordable and accessible and treatment is sustained.</p>
<p>Mission</p>	<p>Change the experience of eating disorders: Saves lives, minimise incidence and impacts, improve quality of life and make recovery a reality.</p>
<p>Values</p>	<p>Wandi Nerida values are at the core of everything we do and support our model of care. All participants, staff and families are expected to support our values being translate into practice.</p> <p><b>I: Integrity:</b> we are honest, open, ethical and fair and we. <b>Innovate:</b> in everything we do we challenge our ideas of what's possible.</p> <p><b>C: Connect with Compassion:</b> we show up as real, vulnerable transparent human beings who speak from the heart, value other's contributions, and invest in each's others growth.</p> <p><b>A: Accountable:</b> We welcome honest conversations that challenge when necessary and don't make assumptions- we ask and answer questions and rely on each other to make solutions.</p> <p><b>R: Respect:</b> The trust and respect we have for each other infuses passion into everything we do</p> <p><b>E: Encourage with Equality:</b> We believe that greatness comes from unlocking each other's potential and valuing our differences.</p>
<p>Objectives</p>	<ul style="list-style-type: none"> <li>• Advocate excellence and consistency in the culture of care and support for people with eating disorders and encourage a better understanding of the complexities of eating disorders and the need for a compassionate, flexible and holistic response.</li> <li>• To operationalise Australia's first Residential Eating Disorder Facility and provide effective affordable, accessible care.</li> <li>• To provide an efficient model of care and sustainable financial model for viability and the foundation and development of other facilities in Australia</li> <li>• To ensure there is clinical and economic evaluation of the B- FREEDT model to support evidence-based practice and research for carers and families effected by eating disorders</li> <li>• Increase access for all people with lived experience of an eating disorder and carers in Australia to effective treatment and support.</li> </ul>

	<ul style="list-style-type: none"><li>• Ensure that everyone in the Wandí Nerida team feels recognised for their skills and experience, is fully engaged and supported in making their contributions and that the organisation is providing opportunities for professional growth and development.</li><li>• To ensure Wandí Nerida is well integrated into both the National and State Systems of care to provide sustained recovery for those effected by an eating disorder.</li></ul>
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Wandí Nerida acknowledges Aboriginal and Torres Strait Islander people as Australia's first people and traditional custodians.

Wandí Nerida is committed to embracing diversity and welcomes all people irrespective of body shape and size, ethnicity, faith, age, sexual orientation and gender identity. More information about our commitment to reconciliation, diversity and inclusion is available here:

<https://butterfly.org.au/who-we-are/reconciliation-inclusion/>.