



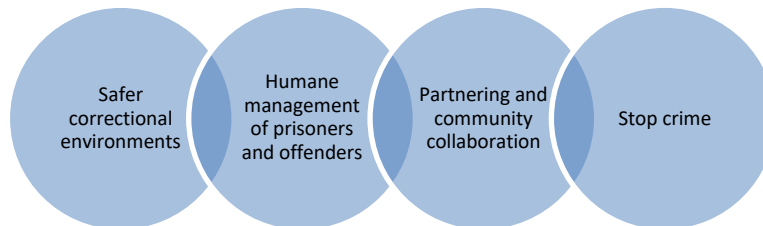
Team Leader, Allied Health Services

Position details			
Command	Custodial Operations	Location	Lockyer Valley Correctional Centre
Classification	PO5	Salary per fortnight	\$4,769.00 to \$5,108.00
Type of vacancies	Permanent, Flexible Full Time	Salary per annum	\$124,419 to \$133,264
Reports to	Manager, Allied Health Services	No. direct reports	7
Contact name	Jared Fielding	Contact position title	Project Director, Allied Health Services
Telephone	3231 7014	Closing date	Monday, 1 st July 2024
Job Ad Ref	QLD/570955/24		

About Queensland Corrective Services

Who we are

At Queensland Corrective Services we strongly believe in the need to work with people that value the goals of our organisation and who will thrive in our workplace. Our strategic objectives are:



Our vision

To enhance the safety of Queenslanders through modern, sustainable and evidence-based corrective services to maximise rehabilitation and reduce recidivism.

Our purpose

To provide safe, modern, and responsive correctional services which rehabilitate prisoners and offenders and prevent crime making Queensland safer.

Our values

The following values underpin behaviours that will support, transform and enable better ways of working.

Professionalism: We are a responsive criminal justice agency providing the highest standards of service delivery through diligence, efficiency, collaboration, sharing of knowledge and supporting our co-workers, stakeholders, the community, prisoners and offenders.

Integrity: We inspire trust by acting ethically at all times, acting with honesty and truthfulness and treating prisoners and offenders with dignity and respect.

Accountability: We are publicly accountable for the provision of community safety through our actions and preparedness to justify our decisions.

Innovation: We seek to continually improve through innovation, evidence-based best practice and research to improve correctional services.

Our people

Capable and professional people delivering responsive services; our greatest strength is the diversity, talent and dedication of our people and our commitment to supporting them.

Our organisational structure

Queensland Corrective Services is comprised of four divisions and the Office of the Commissioner:

- Custodial Operations
- Community Corrections and Specialist Operations
- Organisational Capability
- Workforce Culture, Integrity and Capability

Our Queensland Corrective Services organisational structure can be viewed [here](#).

About the Command

Correctional centres are responsible for the delivery of custodial services across Queensland. People in custody are supervised in either high or low security correctional centres. High security centres provide for the management of adult prisoners held in secure custody correctional centres across Queensland.

The Lockyer Valley Correctional Centre forms part of a decision by Government to respond to the increasing prisoner numbers in Queensland, by increasing bed capacity for prisoners, whilst also targeting a response to mental health, problematic substance use and to increase the availability of beds for complex prisoner cohorts.

The facility will provide accommodation units from high to low classification, providing accommodation for male sentenced prisoners. In addition, for male prisoners requiring specialised living environments and/or interventions, the following separate accommodations will support specialist management and intervention in an environment specifically designed to respond to and manage complex medical, cognitive, and behavioural needs:

- Complex Behaviour Community
- Close Supervision and Support Unit with capability to accommodate and reintegrate prisoners in a multifunctional unit.
- Safety Unit.

About the Role

The Team Leader, Allied Health Services, is an integral role that provides both clinical and team leadership, supervision and operational management of a multidisciplinary allied health team providing mental health, disability and rehabilitation services in a Correctional Centre. This role is accountable for the provision of a high-level clinical services, including services of a more complex nature, to improve individual health and wellbeing.

In this role you will be responsible for:

Clinical Service Delivery

- Providing clinical leadership, consultation and expertise in the planning and provision of clinical services by the multidisciplinary allied health team who deliver mental health assessment, intervention, and provision of safe high-quality person-centred care
- Coordinating the process of referral, crisis management, assessment, reviews and transition planning within a case management framework
- Demonstrating advanced clinical reasoning skills in the provision of clinical care, and maintain a client caseload commensurate with responsibilities of the role
- Operating independently with minimum direct clinical supervision, to provide a high-quality clinical services, including the ability to exercise professional judgement in solving problems and managing complex situations.
- Promoting consistency, quality and safety of services by providing clinical supervision and support within your area of clinical practice to Allied Health Clinicians, Allied Health Assistants, and students.

- Identifying and act on opportunities for improvement in clinical practice; develop and lead ongoing quality improvement activities to enhance clinical care.
- Chairing and leading multi-disciplinary meetings, for example, those that oversee centre decision-making regarding suicide risk assessment and management, and case management of prisoners with complex needs.
- Collaborating with key stakeholders to develop partnerships that contribute to operational and clinical outcomes including:
 - external stakeholders Queensland Health and National Disability Insurance Agency.
 - internal stakeholders such as Centre operational teams, Psychological Services Unit and other Specialist Operations Business Units.

Leadership

- Enhancing the skills and knowledge of the multidisciplinary allied health team through training, education, policy and guideline development.
- Contributing to ongoing operational service integrity by observing and providing feedback to the team on their delivery of assessments, and group and individual interventions, in conjunction with other Allied Health Team Leaders
- Actively participating in clinical supervision and professional development in order to develop and maintain your professional skills
- Maintaining own registration and accreditation for professional specific requirements including Board Supervision (where relevant).
- Embedding a high performing team culture through good team leadership, management and administration; tasks include team meetings, knowledge sharing, managing recruitment activities, onboarding, coaching, addressing performance issues, monitoring fatigue and work balance, and developing a robust succession plan.

Role Fit

Within the context of the role responsibilities described above under “About the role”, the ideal applicant will be someone who can competitively demonstrate their knowledge, skills and experiences and their suitability against the [Leadership competencies for Queensland \(Team Leader\)](#): Vision, Results and Accountability in the context of the essential requirements for this role:

The essential requirements for this role are:

- Demonstrated experience in providing clinical services of a complex nature.
- Advanced level clinical expertise, skills and ability to apply contemporary evidence-based clinical practice within a complex environment including a high level of knowledge and skills in assessment and intervention.
- Ability to initiate and evaluate service improvement initiatives.
- Competence to provide clinical practice supervision to less experienced practitioners.
- High calibre engagement and interpersonal skills at a level that enables you to represent the work unit in collaborating with colleagues, supervisors, managers and stakeholders regarding service delivery, improvement opportunities and offender outcomes within a rehabilitative framework.
- High level communication strengths: written, verbal and presentation.
- Be able to work flexibly to respond to changing work priorities and provide high level advice regarding professional standards.
- Strong analytical and problem-solving skills, complimented by resilience to respond to the dynamics of demanding work in a correctional environment.
- Team management and leadership skills / experience including knowledge of and demonstrated ability to implement contemporary human resource management practices.
- Thorough knowledge and understanding of the ethical and legal obligations and professional accountability of your discipline.
- Well-developed knowledge of the needs of:
 - prisoner populations and common mental health, substance abuse, risk of suicide and self-harm and other offending related needs.
 - Aboriginal and Torres Strait Islander people in relation to culturally appropriate service delivery that can be applied to a correctional environment.

Qualifications, professional registration, conditions and other requirements

The successful applicant will hold:

For Psychologists:

- Mandatory possession of a tertiary degree qualification in Psychology from a recognised tertiary institution and full general registration as a Psychologist with the Psychology Board of Australia (AHPRA).
- Accreditation to provide Psychology Board approved supervision to postgraduate students, provisional psychologists, and/or psychologists completing the registrar program is highly desirable.

- Possession of post-graduate qualifications (e.g. Masters Degree, DPsych, PhD) from a relevant accredited psychology training programme or equivalent would be well regarded.

For Social Workers:

- It is a mandatory requirement for all Social Work positions that the candidate is eligible for membership of the Australian Association of Social Workers (AASW). Eligibility is dependent on the candidate having completed a University Level Social Work degree accredited by the AASW and the candidate does not have any other outstanding professional competency or ethical issues, or complaints known to the AASW which may preclude membership to the association.
- Overseas qualified Social Work candidates require a "certification of eligibility" letter from the AASW to confirm their eligibility for membership to the AASW. Overseas qualified applicants should include such evidence of seeking eligibility with their application to be considered for short listing in the selection process.
- Mental Health Accreditation through AASW and/or minimum two years' post-graduate experience in mental health is highly desirable.
- Accredited postgraduate qualification would be highly regarded.

For Occupational Therapists:

- The possession of a tertiary degree in Occupational Therapy from a recognised tertiary institution and registration as an Occupational Therapist with the Occupational Therapy Board of Australia (AHPRA) is a requirement for this role.
 - Mental Health/ Better Access to Mental Health endorsement and/or two years post graduate experience in mental health is highly desirable.
 - Accredited postgraduate qualification would be highly regarded.

How to apply

To be considered for this role, please provide the following information to the selection panel for assessment of your suitability:

- A **cover letter** (1-2 pages maximum) outlining how your knowledge, skills and experiences make you a competitive candidate against the [Leadership competencies for Queensland \(Individual Contributor\)](#): Vision, Results and Accountability within the context of the essential requirements 'role fit' and responsibilities described under 'about the role'.
- Your **current curriculum vitae/resume**, including two referees who can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.

People from diverse backgrounds including non-English speaking backgrounds, people with a disability, women, Aboriginal people and Torres Strait Islander people are encouraged to apply.

Applying online through the Smart Jobs and Careers website www.smartjobs.qld.gov.au is the preferred means to submit an application. To do this, access the 'apply online' facility on the Smart jobs and careers website. You will need to create a 'My SmartJob' account before submitting your online application.

By applying online you can track your application through the process, maintain your personal details through registration and withdraw your application if required.

If you experience any technical difficulties when accessing www.smartjobs.qld.gov.au please contact 13 QGOV (13 74 68). All calls relating to the status of your application once the job has closed should be directed to the contact officer on the role description.

If you do not have internet access and are unable to submit your application online please contact the QSS Customer Support Team on 1300 146 370, between 9am to 5pm Monday to Friday, to enquire about alternative arrangements.

Late applications cannot be submitted via the Smart jobs and careers website, so please allow enough time before the closing date to submit your application. If approval has been granted by the Selection Panel for a late application to be considered, please contact the QSS Customer Support Team on the number above to arrange this.

Hand delivered applications will not be accepted.

Respect in the workplace

Queensland Corrective Services values and respects the diversity of its workforce and believes that all its employees should be treated fairly and with dignity and respect. All employees of Queensland Corrective Services must show respect for each other, visitors, the general public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying. Queensland Corrective Services is an employer of choice and an equal opportunity employer.

Human Rights Act 2019

Queensland Corrective Services is committed to respecting, protecting and promoting human rights. Under the *Human Rights Act 2019*, Queensland Corrective Services has an obligation to act and make decisions in a way that is compatible with human rights and, when making a decision, to give proper consideration to human rights. When making a decision about recruitment and selection, decision-makers must comply with that obligation.

Further information about the Human Rights Act 2019 is available at:

<https://www.qhrc.qld.gov.au/your-rights/human-rights-law>

<https://www.forgov.qld.gov.au/humanrights>

Criminal history checks

Criminal history checks will be undertaken by Queensland Corrective Services on preferred applicant(s). Applicants seeking appointment in Queensland Corrective Services are required to disclose any criminal histories and/or charges (including convictions which are not recorded), usually at time of interview, as per the provisions of the *Criminal Law (Rehabilitation of Offenders) Act 1986*, section 9A(1). A criminal conviction or charge will not automatically exclude an applicant from consideration for appointment with the Department. Queensland Corrective Services will obtain information from the Queensland Police Service on whether an applicant is under investigation for a serious offence and, if necessary, information can be obtained concerning the person.

Pre-employment checks

Pre-employment checking may be conducted on preferred applicants before placement. They are used to verify that the information provided by the applicant in the selection processes is true and accurate. Queensland Corrective Services pre-employment check includes an Integrity check of past performance or previous discipline history to ascertain suitability of employment.

Employee obligations**Occupational Health and Safety**

Queensland Corrective Services aims to maintain a safe, health and secure environment for all employees, visitors and contractors. Achieving this aim is the responsibility of all.

Disclosure of any pre-existing injury or medical condition

Applicants may be required to disclose any pre-existing injury or medical condition of which they suspect would be aggravated by performing the role. Details are available in sections 571(b) of the *Workers' Compensation and Rehabilitation Act 2003* (<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027#ch.14-pt.1-div.1>). Please refer to the Applicant Information pack for the further information.

Additional Information

Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment.

There may be instances where the incumbent will be required to work hours outside the normal work hours.

A minimum probation period of 3 months may apply.

The role description provides the minimum requirements for the role. The incumbent may be required to undertake other duties as required.

A non-smoking policy is effective in Queensland Government buildings, offices and motor vehicle.

Where a subsequent or recurring vacancy arises, either from the same centre/location or different centre/location from the advertised position, the vacancy may be filled from the order of merit used to fill the original position. Applications will remain current for up to 12 months after the closing date.