

### Senior Clinician / Advanced Practitioner

Classification	OT3 Year 1-4
Job Title	Senior Clinician / Advanced Practitioner
Department	Clinical Team – Eastern
Employment Type	Permanent
Hours per week	29.6 (neg)– 40 (Full time with ADO)
Reports to	Operational Team Lead / Clinical Manager
Remuneration	\$85,000 – \$109,000 + Super + Vehicle Allowance
Direct reports	Clinical oversight of 9-15 clinical staff
Financial management	Advisory input to clinical, resource and development budget
Date:	March 2020

#### About Reclaim Therapy

Reclaim Therapy has been providing local and state-wide service for over 6 years and continues to grow to meet the needs of youth, young adults, adults and older adults living with disabilities in the Eastern, South Eastern and Outer Eastern regions of Melbourne.

We journey with people who are feeling the constraints of living with a disability, taking the time to listen to their needs, help them realise a future where the limits of their disability no longer define or control them and will enable them to define life as they want it.

We provide custom, boutique solutions utilising assistive technology and environmental modifications to create new futures for our clients.

Our service is a clinician lead service - which means that all levels of management have clinical experience, and that the voices of the clinicians are valued, appreciated and drive relevant and time sensitive change within the organisation.

Reclaim Therapy is undergoing key upgrades, which will enable staff to provide more efficiently, tailored, boutique and quality services. This will culminate in a rebrand later this year.

Reclaim is also committed to providing key therapy support and educational support through it's external education arm.

### Position Purpose

The Senior Clinician is a clinical expert in Occupational Therapy for Assistive Technology and / or home modifications and / or community Health.

The Grade 3 Clinician delivers high clinical quality with a focus on delivering and building on high quality client care in the development, support and engagement with the clinical team through the utilisation of clinical leadership skills.

This role will include, providing professional development planning for team members, consultation for budgetary allocations, clinical supervision, career mentoring, clinical consultation for complex clinical cases, clinical competency within the team, governance and structure of clinical development within the team.

The position sits under the Operational Team Lead, with the role designed to focus on the skill development of the internal team, as well as the broader OT community. External clinical advocacy and external education are also areas to be developed as per interest area.

With the changing face of health care, this role encompasses the need to maintain a sustainable caseload with a view to remaining engaged with the changing face of healthcare. This case load is to be carried with close consultation with the team lead and clinical manager to ensure sustainability.

### Key Result Areas

Demonstrate superior clinical skills and experience in the area of NDIS / Community Health  
Provide strong and visible leadership skills within Occupational Therapy

Demonstrate awareness of the client experience process and the interface with clinical service delivery

Ensure effective Occupational Therapy Service Provision and advocate for effective resourcing  
Develop Occupational Therapy Staff through commitment to ongoing performance enhancement

### Position Scope

Direct reports	Clinical oversight of 9-15 clinical staff with further growth opportunities
Financial management	Advisory input to clinical, resource and development budget

Key Internal Relationships	Key External Relationships
Clinical Staff	Clients and their support team
Allied Health Assistant Team	Health service providers
Finance Team	Service co-ordinators
Administrative Staff	GP's
Senior Management Team	NDIS / Funding Bodies

## Selection Criteria

### Person Specific

- B.App.Sc (OT), B. Occupational Therapy, MOT prac or recognised equivalent by OTAus.
- Current practicing registration with Australian Health Practitioner Regulation Agency (AHPRAH)
- Current Victorian Drivers Licence and reliable vehicle
- Post-graduate studies encouraged but not required
- Consolidated skills in modifications, equipment prescription, complex seating and vehicle mods
- Strong clinical reasoning skills
- Passion and enthusiasm towards mentorship and professional development
- Constantly strive to improve service delivery and team wellbeing.
- Enjoyment in engaging effectively with families, clients, educators and key stakeholders

### Technical Skills / Knowledge / Experience

- Minimum 7 years clinical experience in Occupational Therapy
- Demonstrated clinical expertise and leadership in community health / disability / AT prescription
- A clear understanding of the changing climate of community-based healthcare
- Effective project management skills, planning and priority delivery
- Provides high quality client experience through clinical assessment and service delivery
- A commitment to Reclaims Values
- Other duties as requested by the Senior Leadership team.

### Technology

- Ability to quickly adapt to Apple products including MacBook, I-pad and phone
- Computer literacy with willingness and capacity to increase skill base
- Support team lead in the maintenance of the Staff Safety Alarms system
- Support team in the use of phone and i-pad applications across operational and clinical domains

### Adaptability

- Minimum 7 years clinical experience in Occupational Therapy
- Works flexibly within changing demands
- Effectively utilises resources (i.e. time, location, setting, equipment) to promote effective workflow
- Anticipates unexpected events and challenges
- Adapts the clinical service delivery and resourcing to deliver service priorities
- Supports the team to alter point of care interactions to build up client experience
- With support from Team Lead and Clinical Manager, respond to stakeholder feedback to ensure exceptional service delivery

### Safety Leadership

- Supports Team lead in integrating Health and Safety initiatives and core practices into all aspects
- Supports Team Lead in the investigation of incidences and near misses to identify underlying causal factors and develop strategies to prevent reoccurrence.
- Advise team lead and clinical Manager of any clinical incidences and near misses and lead clinical initiatives to prevent recurrence.
- Supports team lead in delivering of OH&S expectations and safety initiatives within the broader service setting
- Provides recognition and reward for positive clinical safety behaviour
- Supports Team Leader in the recognition and reward for broader safety behaviour.

### Self-management

- Holds themselves accountable for activities completed in any time period
- Holds themselves accountable for the decisions and actions they take on behalf of Reclaim therapy
- Can create an effective workflow utilising resources available, including personalised flexibility plans to optimise workflow.
- Be accountable for delivery of personal flexibility plans.
- Communicates need for support clearly with the Team Lead and / or Clinical Manager

### Teamwork

- High level of communication and interpersonal skills to promote and nurture intentional collaboration
- Demonstrated commitment to collaborative clinical practice
- Works with the Senior Leadership team to foster a psychologically safe working environment
- Provides support to the Team Lead and Clinical Manger as requested
- Actively takes steps to work with each individual team member of whom responsibility is identified to discover and develop their learning goals
- Provides timely updates and feedback to all stakeholders as required.
- Provides support to the team in complex clinical situations

### Performance Measurement

- Identifies barriers to successful clinical service delivery
- Provide clear, structured feedback to the team members
- Assists the clinical and operational team to identify priorities
- Clearly defines role expectations and assigns responsibility for clinical tasks and decisions
- With support from Team Leader, utilises quarterly performance development discussions with the team
- Schedules quarterly performance reviews along with the team leader for clinical team members
- Identifies underperformance productively and promptly develop a support plan recommendation.

### Building Tomorrow

- Conveys a passion for learning, growth and personal improvement to empower the same in others
- Recognise and value own strengths and use these to build others up
- Consistently look for opportunities to add value to the team and the clients
- Recognise and value other's strengths and intentionally harness these to build others up.
- Actively Participate in and supervise quality improvement activities and research
- Continually communicates 'what' and why'
- Provides recognition and reward for positive behaviour

### Services Delivery

- Proactively ensures the manner of service delivery is undertaken in a timely and effective manner
- Build team culture to explore new ideas and ways of delivering quality service
- Identify risks to the delivery of quality service
- Identify risks to the broader service from a clinical perspective
- Actively models and seeks ways to add value to the client experience
- Actively seeks to add value to the clinician experience
- Provides support to the Team leader and Clinical Manger through the development of contingency plans to mitigate risk to the service / clinical team / service delivery or client experience.
- Support Team Lead, Clinical Manager and Operations Manager as required
- Involve all stakeholders during the planning process of projects for service delivery
- Apply creative skill in developing and delivering innovative client engagement points and services.

### Resolving Conflict

- Encourages team members to reflect the Reclaim Values in all points of service
- Apply and Model an approach of curiosity when interfacing with conflict.
- Reflects and seeks feedback on own management style
- Sees failures as just an answer, empowering engagement in solution driven focus
- Prioritise issues to be managed, avoiding disputes over inconsequential matters
- Protect and Enhance the culture within the team, providing a space where the Service Values are imbedded into daily life.
- Engages in cultural onboarding through working through the leadership onboarding packages.

### All Employees

- Comply with Reclaim Therapy Policies and Procedures as amended from time to time which can be found on the internal intranet
- Report incidences or near misses that could have impacted on safety or lessened the client or staff experience
- Identify opportunities to enhance the client experience journey
- Complete all required provided professional development and show active interest in learning and development
- Comply with code of conduct

Team Values

Boundaries – Reliability – Accountability – Vault – Integrity – Nonjudgement – Generosity

Other Position Requirements

Current national police check  
Working with children’s check  
Insurances in line with APRAH requirements

The Reclaim Life

The Reclaim Management Team value the power of the occupational therapy clinical models and have integrated these models into operational frameworks to enable staff wellbeing by...

- Working from a modern office with significant natural light
- Working from home / alternate venues as options to empower autonomy in optimal workflow
- Flexible working arrangements for healthy work life integrations
- ADO’s and team-days off
- Generous travel allowance
- I-phone, MacBook, I-pad and Personal Alarm – to maximise your efforts and keep you safe
- Inbuilt team-lead operational support features to enable a positive work culture
- Non-billable time protected for personal projects as explored with the clinical leadership team to support and enable broadening of team personal skill development
- In and outside of work down time to connect, empower and just... enjoy who we are
- Employee incentives such as performance-based bonuses
- Comprehensive assistance from our admin team to help you work seamlessly
- Extended leave options are available at director discretion

Document Review Agreement

Manager Signature		Date:
Employee Signature		Date: