

## Position description

<b>Position</b>	Lead – Mental Health Crisis Prevention and Early Intervention		
<b>Purpose</b>	To build and enable the capacity of Brisbane North PHN to lead early intervention and suicide prevention activities including guiding the PHN's regional approach to community engagement, governance and commissioning.		
<b>Salary Band</b>	Salary Band 3		
<b>Approval date</b>	17 February 2025	<b>Approved by</b>	Caroline Radowski

### Brisbane North PHN

Our vision is a community where good health is available for everyone.

Brisbane North PHN supports clinicians and communities in Brisbane's northern suburbs, Moreton Bay Regional Council and parts of Somerset Regional Council. It covers approximately 4,100 km<sup>2</sup> of urban, regional and rural areas, with a population of over one million.

We are one of 31 Primary Health Networks across Australia.

We work with local communities, consumers, carers, health professionals, hospitals and community providers to understand our community and their needs. We then engage stakeholders to design and commission programs and services to meet those needs.

Our PHN's goals:

- Be informed and led by community voice
- Re-orient the health system toward care close to home
- Build capacity of providers to meet health needs of our region
- An accountable, high performing organisation.

The PHN's values:

- Collaboration: We build strong and enduring relationships to achieve our shared goals
- Diversity: We are inclusive, fair and responsive to different needs
- Integrity: We are transparent, respectful and work to the highest standards
- Courage: We lead new approaches, learn and improve
- Impact: We deliver outcomes for our community.

### Key outcome areas

To ensure the organisation works effectively to achieve its annual business plan, each team member has responsibility for a range of activities and outcomes. These activities and outcomes are reviewed once a year formally and on an ongoing basis informally with team members and managers.



## **Role-specific**

- As part of the commitment to regional planning, develop and oversee the implementation of a Brisbane North Regional Suicide Prevention Action Plan that:
  - Brings together the Department of Health and Aged Care and state funded activity to identify duplication and opportunities for collaboration to cover identified gaps.
  - Considers the learnings from the National Suicide Prevention Trial and other relevant projects undertaken in the region and data available to identify measures of suicide prevalence and risk and communities with the highest need for suicide prevention supports and services.
  - Improves care coordination through the development of agreed regional care pathways for those who have experienced suicidal ideation, attempted suicide or have been bereavement by suicide.
  - Identifies prevention and capacity building activities for people with lived experience, the community and service providers to meet the needs of at-risk cohorts in the community enabling them to respond and provide support earlier in times of distress.
- Facilitate a multi-stakeholder early intervention and suicide prevention group (governance/planning/partnership/steering) for the Brisbane North region.
- Utilise regional data and sector information of population level factors, including social determinants of mental health and wellbeing and identified priorities within needs assessments, to inform early intervention and suicide prevention activities in the region.
- Coordinate multiple stakeholders, including government, health services, and community organisations, to develop and implement regional mental health and wellbeing strategies, ensuring alignment with local needs, system-wide priorities, and community health goals.
- Develop processes for, and coordinate, regional reporting, including identifying a suite of indicators to track the impact of regional early intervention and suicide prevention activity and evaluation of relevant activities under the regional plan.
- Support the implementation and co-design of the measures under the National Mental Health and Suicide Prevention Agreement, including the rollout of universal aftercare activities.
- Actively contribute to sector Crisis Reform work being progressed through the Metro North Mental Health (MNMH) and Brisbane North PHN Crisis Reform Steering Committee, ensuring a mechanism for engaging the wider Mental Health and Alcohol and Other Drug (MHAOD) Team to be aware of, and contribute to, this work across all program areas.
- Ensure that regional activities for Aboriginal and Torres Strait Islander peoples are planned and delivered in a culturally appropriate manner through engagement with the National Aboriginal Community Controlled Health Organisation Culture Care Connect Program and through building relationships with regional Aboriginal and Torres Strait Islander organisations.
- Identify and interpret relevant National, State and Regional policies which align with early intervention and suicide prevention priorities and regional needs and translate this for MHAOD Team understanding and alignment.
- Work closely with the Department of Health, the National Project Manager, and other PHN Regional Suicide Prevention coordinators to contribute to national implementation priorities and resources.

## **General**

- Regularly attend team and staff meetings.

- Contribute to the pursuit of excellence through promoting and maintaining positive team spirit and organisational values, abiding by the organisation's Code of Conduct and Leadership Capability Framework, implementing all policies and procedures correctly and recommending quality improvements.
- Communicate effectively and respectfully with all members of the organisation and external stakeholders.
- Record all interactions in ChilliDB and other program and project databases on time, ensuring that information is relevant, accurate, up-to-date and accessible by other team members.
- Comply with reporting requirements as directed by your manager.
- Deal with sensitive information in a confidential and professional manner
- Complete other reasonable duties and projects as required to meet organisational objectives

## Reporting relationships

### Relationships

Reports to: Manager | Mental Health Policy and System Design

Direct reports: None

### Level of delegation

(Per Delegation Matrix – CEO to staff)

Level 3 – Team Leader/ Lead

## Key selection criteria

Within the context of the key outcome areas described above, the ideal applicant will demonstrate the following:

### Qualifications and experience

- Tertiary qualifications in a health-related field and significant experience in mental health, including knowledge of local, state, and national policies and directions for mental health services.
- Knowledge of, and experience in, mental health service delivery, collaboratives and working groups and the mental health service sector within the region including the ability to identify gaps, prioritise needs and shape meaningful quality improvement initiatives that address need.
- Experience in working collaboratively with individuals and groups including consumers, carers, local health services, allied health professionals and other stakeholders and with people with a lived experience, and representatives from priority groups, including LGBTIQ+, Aboriginal & Torres Strait Islander people, veterans, culturally and linguistically diverse people.
- Track record in stakeholder engagement, ongoing coordination including an ability to build relationships and supportive partnerships with community leaders, and other stakeholders including government and non-government organisations.
- Project management experience in a health or wellbeing-related project/program, coordinating resources and meeting reporting requirements to ensure project outcomes are achieved.
- Ability to work both independently and as part of an on-site and remote team.
- Exceptional written and verbal communication skills with the ability to communicate effectively across a variety of mediums with a range of stakeholders
- Well-developed data analytical and problem-solving skills, including good data collection, analytical and reporting skills to monitor and review service activities, measure outcomes and identify trends.

## **Capabilities**

The Brisbane North PHN Leadership Capability Framework applies to all roles within the organisation. Applicants must address these capabilities.

- leads self – self-aware, proactive and adaptable; takes personal development opportunities and is resilient
- engages others at all levels with respect, collaboration and cultural sensitivity
- achieves outcomes in a high demand work environment with judgment and initiative
- drives innovation - contributes to our culture of continuous quality improvement
- shapes systems - works productively within internal and external systems and networks
- bases decisions on available evidence.

## **Other**

A current driver's licence is desirable and use of a personal vehicle may be required, including travel between workplaces. Work-related mileage will be reimbursed at relevant rates.

You may be required to work flexible hours. The role may include evening/weekend commitments for which time off in lieu is provided.

(Please note: This position description is subject to adjustment within reason and in consultation with your manager to meet the deliverables of the organisation.)