

Position Description

Clinical Director

Butterfly Foundation



Butterfly
Foundation for Eating Disorders

MISSION STATEMENT

The Butterfly Foundation (Butterfly) is Australia's largest not for profit organisation dedicated to supporting people with eating disorders and negative body image and the people who care for them.

VISION

To live in a world that celebrates health, well-being & diversity.

MISSION

The Butterfly Foundation is dedicated to bringing about change to the culture, policy and practice in the prevention, treatment and support of those affected by eating disorders and negative body image.

VALUES

Compassion | Commitment | Collaboration | Initiative | Excellence | Integrity

OBJECTIVES

In using a collaborative approach to identify, build and facilitate strategic partnerships, to:

- Promote positive body image and associated healthy behaviours;
- Encourage hope and help-seeking through education and awareness;
- 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;
- Educate and connect the community, health providers, government and other support agencies to assist in excellence and consistency in the culture of care;
- Facilitate the development of effective models of prevention and care for people at risk of or with eating disorders;
- Operate a financially sustainable national foundation for future generations;
- Increase access for all people with lived experience of an eating disorder and carers in Australia to effective treatment and support; and
- Ensure that everyone in the Butterfly 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.



1. The Butterfly Foundations Clinical Services Summary

Butterfly's clinical and support services fill identified gaps in the continuum of care for people with eating disorders and their carers, and/or trial innovative programs and models of care that have shown promising results in other environments or locations. All services are staffed by registered psychologists and/or allied health professionals.

National Eating Disorders Helpline

The Butterfly National Helpline 1800 ED HOPE is a free and confidential service that provides online and telephone support to people with lived experience, carers, health professionals and anyone concerned by eating disorders or body image issues.

The service aims to be a safe and accessible point of entry that facilitates early help seeking and is open from 8am to midnight seven days a week. Specialist trained psychologists, social workers and counsellors provide information, referrals, brief counselling and interventions via phone, email and webchat along with online carer education programs and online support groups.

Outpatient Treatment Programs

Butterfly Foundation's Outpatient Treatment Programs are innovative treatment programs, with small numbers of clients, delivered from Butterfly House in Crows Nest. There are two programs:

1. The **Adult Intensive Outpatient Program (IOP)** is a treatment program for all eating disorder presentations, which uses elements of different treatment modalities, and includes supported meals at all sessions and multi-family groups once a week. The philosophy of practice is inspired by the work of Carolyn Costin in the United States, and aims to empower each person's healthy self and instil a strong belief in the hope of recovery. The program has been developed to fill a perceived treatment gap between weekly therapy and the level of therapy provided in inpatient or day programs. Clients attend three 3-hourly group therapy sessions per week.
2. The **Outpatient Program for Young People** has been designed for 14 to 24 year olds who have the early signs and symptoms of an eating disorder and/or disordered eating for Bulimia Nervosa and Binge Eating Disorder. It is a 10-week group therapy treatment program that addresses the core psychological and physiological factors of an eating disorder. The primary treatment approach is CBT-E, as developed by Christopher Fairburn.

Recovery Support Services

Butterfly Recovery Support Services (RSS) work to facilitate and improve local engagement around eating disorders. RSS offers community-based, recovery-orientated support services in a number of locations, both for people experiencing and recovering from an eating disorder, as an adjunct to therapy, and for families and other carers, to support a skills-based approach to caring. The approach is tailored to the needs of the region, with programs and services offered from a range which includes:

- Face to face, motivation-based, individual counselling
- Professionally or peer-facilitated support groups for consumers and carers
- Psychoeducation workshops for carers
- Recovery programs for those with an eating disorder.

Recovery Support Services also include Butterfly's Financial Assistance for Recovery program, which provides direct financial support and case management for those experiencing financial barriers to care.

Eating Disorders Access Trial (Medicare Pilot)

The Eating Disorders Access Trial (Medicare Pilot) is a closed clinical trial investigating the costs, benefits, acceptability and practical challenges of improving access to eating disorders treatment through primary and allied health care. The trial provides people in the Sunshine Coast Primary Health Network region with access to increased levels of eating disorder specific treatment delivered by local health professionals who have been provided with expert training, support and information resources with regard to this area of practice.

Residential Care Program (endED Butterfly House)

The Butterfly Foundation is working with endED and the Federal Government on a new 12 bed Residential care facility based on the Sunshine Coast. The Residential Concept will utilise the 8 Keys model to develop a standard of care not currently available in Australia. The 8 Keys model provides a structure for the treatment to address not only the symptoms and behaviours but also the underlying issues. It is based on the concept that each person comes in with both a healthy self and an eating disorder self.

The goal is to strengthen each client's healthy self and to reintegrate the eating disorder self by acknowledging the functions that the disorder has served.

The establishment of an Australian based residential facility will help address some current deficits in the continuum of care for Australians living with EDs which would ultimately allow them to engage in a full recovery process. The difference between existing Australian models of care and this facility revolves around the breadth, flexibility, length and environment of the care offered. The outcome for patients receiving care overseas is a greater level of engagement in recovery and in one's ongoing recovery management.

2. Purpose of the Role

The Clinical Director is responsible for the strategic leadership and clinical governance of clinical programs and support services across the breadth of the Butterfly Clinical and Support Services portfolio.

This position will be responsible for change initiatives, and for the safety and quality of all Butterfly clinical and support programs, operating in accordance with relevant professional codes of ethics and professional standards.

The role requires a senior and experienced clinician who is able to embrace and expand upon the Butterfly philosophy and approach, modelled on the 8 Keys to Recovery from an Eating Disorder.

The role will:

- Lead the Butterfly Clinical Services Team to deliver high quality care and ensure a process of continuous improvement.
- Review and implement appropriate safety and quality standards (ISO9001, National Safety and Quality Health Services Standards) to ensure there are robust practice and clinical systems across the organisation to ensure the delivery of high quality eating disorder services.
- Work to stay abreast of changing models of care in the eating disorders area and work collaboratively with Federal and State Governments to influence decision making in the best interests of Australians living with an eating disorder
- Be Butterfly's public voice on matters of clinical importance in the eating disorders area.

Reporting to the Chief Executive Officer, this position is part of the Senior Leadership Team (SLT). The SLT has the role of providing key leadership support to the CEO. The SLT contributes to the development of Butterfly's strategic goals and objectives, and assists with the continuing growth and development of Butterfly as a high performing community-based support organisation, quality services provider, leader in advocacy and peak body for people affected by eating disorders.

3. Accountabilities & Responsibilities

Strategic and Organisational Leadership:

- Contribute to building targeted, strategic alliances and partnerships with other local service providers to improve health outcomes within relevant communities, and to promote Butterfly clinical programs and support services and the Butterfly mission.
- Create, foster and promote a high performing culture.
- Contribute clinical specialist expertise to project teams and committees (both external and internal) as required, sharing knowledge in a timely and responsible manner.
- Contribute to Butterfly strategic and business planning, including:
 - Developing effective business development plans.
 - Advising on and developing new clinical programs and projects.
 - Effective management of funding contracts and agreements.
 - Sound management of resources (staff/financial), to ensure that the resources available are used to deliver the greatest good to the greatest number of patients/clients.

People Leadership:

- Ensure effective consultation and communication processes are in place within clinical programs and support services and with stakeholders.
- Develop and maintain effective working relationships with colleagues and patients/clients as well as external stakeholders.
- Ensure Butterfly clinical and support services staff are managed optimally through:
 - Effective and regular clinical supervision, consistent and continuous performance review and feedback.
 - Support for appropriately targeted professional development.
 - Ensuring appropriate levels of staffing at all times.
- Promote interdisciplinary teamwork to achieve the provision of optimally staffed services, including facilitating the active participation of clinical and support staff in strategic and business planning and management activities.
- Actively support/undertake teaching of less experienced clinical staff and non-clinical staff as required.

Clinical Leadership and Governance:

- In conjunction with the Service Leaders, take the primary leadership role for Butterfly's clinical programs and support services.
- Demonstrate and role model ethical practice and principled decision making in both clinical and non-clinical areas, including fulfilling all responsibilities of this role in accordance with Butterfly Foundation values, the Staff Code of Conduct, and the Australian Psychological Society's Code of Ethics.
- Ensure robust and effective systems, processes and service standards, creating and maintaining an environment that supports clinical excellence, through developing and following:
 - A culture of risk awareness and 'safety first', with risk management strategies and processes embedded into work practices.
 - Quality systems, standards and procedures.
 - Work health and safety policies and procedures, including patient safety

- Clinical incident processes, ensuring that all incidents, complaints and patient safety activities are recorded, reported at an appropriate level and that learning from any incidents is actioned and shared widely.
- Procedures for seeking and responding to consumer and carer feedback.
- Continuous system and process improvement.
- Ensure compliance with all relevant federal and state legislation and regulations, including those relating to privacy and confidentiality.
- Ensure high quality and timely clinical and non-clinical documentation and management of information whether paper-based or enabled by information technology.
- Support and / or undertake program evaluation, within any framework specified by the Butterfly Foundation and/or the Clinical Advisory Committee and subject to Ethics Approval.
- Where necessary undertake clinical lead responsibilities, including on call, provision of patient care, liaison with other eating disorder programs, specialists and referring hospitals, and maintaining appropriate records and confidentiality.
- Provide expert consultation and advice directly to patients within scope of clinical practice, as well as within the organisation as required.
- Assist with other duties as may reasonably be directed by the Chief Executive Officer.

4. Selection Criteria

To be successful in this position, the post-holder will need to be able to demonstrate the essential qualifications, skills and knowledge listed below. In addition, the desirable skills, knowledge and behaviours listed will be beneficial to success in this position.

Essential Skills/Knowledge:

- Senior mental health clinician (e.g. psychologist, psychotherapist, social worker, dietitian, PACFA/ACA registered counsellor), with relevant Australian health or allied health professional registration (AHPRA, AASW, PACFA, ACA, DAA or equivalent).
- Significant (7+ years') experience in the treatment of and service delivery to clients with complex mental health problems, including at least 4 years' experience of service delivery to clients with eating disorders; across a range of populations including adults, children and young people.
- An advanced clinical knowledge of eating disorders, disordered eating and body dysmorphia as well as co-morbid mental health conditions.
- Ability to provide expert clinical supervision in both individual and group settings.
- 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 patients and their carers.
- Strong clinical supervision experience, both individual and group, combined with proven experience in the development of clinical policy and procedures.
- 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.
- Demonstrated high level people management skills, including emotional intelligence, interpersonal, communication and negotiation skills, demonstrated in a professional staff environment.

Desired Skills/Knowledge:

- Experience managing high risk projects and senior stakeholder engagement.
- Project management experience, including ensuring projects are meeting KPIs and monitoring client outcomes, reporting and acquittals.
- Competence in clinical problem solving at an advanced level.
- Approval by the Psychology Board of Australia to supervise psychologists who are preparing for clinical registration would be well regarded, though not essential.

5. Other Requirements

- All employees are expected to:
 - Conduct yourself in a professional manner.
 - Strive to act in accordance with the vision, mission and objectives of Butterfly and to do all possible to assist Butterfly in achieving its aims.
 - Follow Butterfly's policies and procedures.
 - Follow/participate in occupational health and safety measures.
 - Act considerately around the workplace and have regard for the well-being of fellow staff, volunteers and our service users.
- It is a requirement of all positions at Butterfly that the person has a Working With Children Check clearance (pass).
- This position requires a national police check with satisfactory result.
- This position requires that the Employee is registered and submits proof of registration with a recognised health/allied health professional body on commencement of the position; and that the Employee undertakes to keep Butterfly informed of any changes to their registration.
- This position is expected to have the ability to eat in a healthy, relaxed, flexible manner in the company of others, and to model an appropriate relationship with food.

6. Diversity Statement

Butterfly acknowledges the Aboriginal and Torres Strait islander people as Australia's first people and traditional custodians.

Butterfly is committed to embracing diversity and welcomes all people irrespective of body shape and size, ethnicity, lifestyle choice, faith, age, sexual orientation and gender identity.