

Position Description

Senior Mental Health Clinician

Classification:	Clinical Psychologist - Grade 3. Allied Health Professional (Occupational Therapist, Social Worker or Speech Pathologist) - Grade 4 Registered Psychiatric Nurse - Grade 4
Business unit/department:	Booboop Narrkwarren Nagarra -jarra-noun (BNNJN) Austin Infant, Child, Youth Mental Health Service (ICYMHS) Mental Health Division (MHD)
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☒ (please specify)
Agreement:	Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025 Victorian Public Mental Health Services Enterprise Agreement 2024-2028 Choose an item.
Employment type:	Full-Time
Hours per week:	38 (plus ADO) shift work across a 7-day week
Reports to:	Program Manager Residential Services
Direct reports:	Nil
Financial management:	Nil
Date:	September 2026

We acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander Peoples. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

The Senior Mental Health Clinician provides clinical leadership within multidisciplinary teams, providing trauma-informed, evidence-based care to children, young people, and their Families, offer secondary consultation to external agencies, and mentor junior staff to ensure recovery-oriented care

About Booboop Narrakwaren Nagarra - Jarra – noun (BNNJN)

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are located across Austin Health campuses and in the community.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualised treatment and care.

In 2016, the Victorian Government introduced the Safewards model throughout all public mental health services. It is designed to create a safe and supportive environment; to improve therapeutic relationships and increase the potential for collaboration between staff and consumers. Austin Health is committed to the Safewards model through ongoing education and resourcing. All mental health clinicians are expected to have a sound understanding of the model and its application in clinical practice

The Child and Youth Mental Health Service (ICYMHS) sits within the Mental Health Division and provides tertiary mental health services to the north-eastern catchment of Melbourne (currently the local government areas of Banyule, Boroondara, Darebin, Nillumbik, Whittlesea, and Yarra). Young people eligible for the service are aged 0-25 years. Lived and Living Experience Workforce is also embedded with the ICYMHS Directorate.

Austin Health ICYMHS have two inpatient units (a child and an adolescent one), a Child and Family Centre called Booboop Narrkwarren Nagarra-Jarra-noun and a Youth Prevention and Recovery Centre (YPARC), along with a range of community teams.

The child and youth community teams work alongside specialist outreach teams, an Under 25 Crisis Assessment & Treatment Service (CATS) and a triage team. The work is supported by specialist roles: - Infant and Child Specialists, Carer and Consumer Consultants, Alcohol & Other Drug Specialists, Aboriginal Mental Health Liaison Officers, a group program coordinator and an Autism Spectrum Disorder Assessment Program.

Booboop Narrkwarren Nagarra-jarra-noun (Family Healing) comes under the directorate of the Mental Health Division (MHD) Infant Child and Young People's Mental Health (ICYMHS).

BNNJN is an early intervention service providing mental health recovery and support for children aged 0 – 12 years and their families

The Booboop Narrkwarren Nagarra-jarra-noun Centre provides a specialised therapeutic residential service for children who have experienced adverse life events and whose developmental trajectories continue to be disrupted by ongoing trauma related secondary adversities.

The Centre supports these children and families' / care systems to connect or reconnect with one another and with their communities by building meaningful, trusting therapeutic relationships. The Centre's therapeutic milieu and multi-modal suite of therapeutic interventions provide evidence-based specialist support towards the work of restoring the child's wellbeing and developmental trajectory. Innovative and flexible service design ensures that Victoria's most vulnerable children and families / care systems are supported to engage with the Centre and to sustain gains made at the Centre, via pre-and-post-stay therapeutic support.



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Position responsibilities

Role Specific:

Direct Clinical Care

- To provide high quality, trauma informed family centred and evidence-based therapeutic interventions at an individual, family or systems level as indicated by clinical need. Treatment modalities to include individual, parent, family, and group therapy.
- Expertise in effectively engaging children and their families who have experienced trauma formulating integrated therapeutic care plans and providing, family focused outcomes-based interventions designed to enhance family functioning and relationships.
- Ability to draw on a trauma informed lens to respond to complexity and diversity and ensure equitable, responsive, and quality services for all those attending the centre.
- To provide discipline specific and / or clinical specialist expertise and assessments that both contributes to excellent clinical outcomes for children and their families as well as the parents/carers.
- Work collaboratively with other agencies to provide integrated trauma informed treatment and a safe and coordinated discharge process.
- Strive towards continuous improvement, by initiating, participating, and continuously evaluating the quality and outcomes of service design and intervention.
- Provide outreach assessment, treatment and liaison as indicated, (possibly including overnight travel).
- Ensures safe work practices and environment in accordance with Austin Health policies.
- Is actively involved with in matters relating to Occupational Health and Safety and ensures safety standards in the workplace are met.
- Actively participate in regular supervision and reporting (clinical, operational, and professional) and performance development and review processes and provide professional supervision to relevant disciplines in the Division.
- Work collaboratively with the Lived Experience Workforce empowering them in their roles and providing a lived experience perspective to the service.

Professional Leadership

- Work within the leadership team in providing direction and leadership, based on expert clinical knowledge and experience, in a multidisciplinary team environment.
- Leads and supports other clinicians throughout their shift at the SCFC ensuring that any staffing concerns or incident management issues are appropriately responded to and subsequently reported back to the Centre Manager for a considered systemic response.
- Takes on some operational management in lieu of manager across the weekends and after hours.
- Under the direction of the Centre Manager assist with human resource requirements at a centre level including daily staffing, rostering and attendance management.
- Assists the Centre Manager to ensure that information is available to all staff.
- Participates in the emergency incident response activities, as defined within the emergency response manual as and when required at the direction of management.
- Actively contributes to enhancing a positive CYMHS culture as part of the leadership group.
- Communicates information and expectations in a way that builds effective and collaborative working relationships with others.
- Demonstrate leadership in situations, adapting working style as appropriate to achieve effective outcomes.
- Contribute to the development of evidence-based practices, policies, and procedures to inform the provision of service delivery, education, and consultation activities.
- Comply with relevant professional and mental health sector legislative and statutory requirements.



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- Maintain an awareness and practice of safety issues, the safe practice policy and procedures of the service, and relevant legislation to ensure that risks to consumers, carers, families, staff and the community are minimised.
- Hold relevant portfolios to support CYMHS and MHD initiatives and priorities.
- Excellent interpersonal, communication (written and oral) and negotiation

Support of Systems / Consultation Liaison

- Contribute to the coordination of referrals and admissions for children and their families to the Centre.
- Provide primary, secondary, and tertiary consultation to government and non-government organisations, young people and family primary health care services, education providers, etc and network with these to enhance service delivery.
- Liaise with relevant community agencies and provide specialist training as appropriate, promoting the service through participation in education forums, conferences and other opportunities that arise.
- Engage and work with consumer and carer peer workers, advocates, or representatives.
- Promotes and ensures a safe and healthy workplace for staff and consumers.
- Undertake roles and other duties as directed appropriate to your experience and training that are necessary for the efficient functioning of the team and the service.

Education

- Participate in both internal and external continuing education programs and demonstrate a commitment to improving professional performance and development to satisfy Continuing Professional Development requirements.
- Contribute to team, discipline and CYMHS operational activities, portfolio-management, service planning, research, and evaluation activities so that the team's and service's performance and culture is safe, healthy and productive with a view to continual improvement.
- Demonstrate self-initiative in undertaking further educational opportunities.
- Actively participate in regular supervision (clinical, operational, and professional) and performance development and review processes and provide professional supervision to relevant disciplines in the MHD.
- Mentors less experienced colleagues and facilitates the induction and orientation of new staff students and graduates.

Research and Quality

- Appropriately use information and communication systems that support the effective and efficient clinical and administrative operation of the position and safe and effective care.
- Complete a high standard of accurate and timely clinical documentation and data entry in an efficient manner and in accordance with CYMHS / MHD and relevant professional / mental health sector statutory requirements.
- Identifies opportunities for process redesign and to support staff in the implementation of redesign projects and activities.
- Supports and actively participates in research, effectively manages change to improve patient outcomes and implements findings into clinical practice.
- Aware of and adherence to ethical research practices.
- Supports quality improvement and research initiatives and the delivery of evidence-based care that meets professional, organisational, legal, and ethical standards in order to optimise health outcomes for the community.
- Other duties as required.



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All Employees:

- Comply with Austin Health policies & procedures as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principles of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

People Management Roles:

- Maintain an understanding of individual responsibility for safety, quality & risk and actively contribute to organisational quality and safety initiatives.
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs.
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements.

Selection criteria

Essential skills and experience:

- Demonstrated ability to provide a high standard in the clinical assessment and treatment of infants, children, and their families who have experienced trauma.
 - Demonstrated ability in working systemically with children with complex trauma and other mental health presentations.
 - Demonstrated understanding of trauma and other professional frameworks, theories, and practices as they relate to children and families and mental health together with a sound ability to translate theory into practice.
 - Sound decision making and risk assessment skills, reflected in excellent clinical judgements and willingness to seek supervision.
 - Demonstrated ability to provide sophisticated secondary consultation to families, and to primary and other specialist service providers on behalf of the team.
 - Demonstrated cultural sensitivity when working with children and their families from diverse backgrounds.
 - Demonstrated leadership skills to enhance team functioning including the provision of coaching, mentoring and the provision of some supervisory functions to other team members.
 - Training and experience in providing high quality supervision (clinical and professional).
 - Demonstrated ability to flexibly manage competing and at times stressful situations, monitoring own stress levels and practising and promoting self-care strategies.
 - Displays strong organisational and time management skills, as shown by a dynamic and flexible approach to time management and clinical caseload demands.
- Demonstrated understanding of diversity



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Desirable but not essential:

- Post-graduate training and qualification in relevant areas such as child and youth mental health, family therapy, child psychotherapy, play therapy, adult and child psychotherapy.
- Training and experience in developmental child psychiatry.
- Working knowledge of the Victorian Public Mental Health care system, child protection system, Victorian Mental Health Royal Commission, and resource allocation.
- Demonstrated evidence of research, publication, and public presentation.
- Knowledge of the Mental Health Act 2014 and other relevant legislation and conventions, especially: Child, Youth and Families Act 2005; the Privacy Act 1988; the UNICEF Convention of the Rights of the Child (UNCRC, 1989); the Drugs, Poisons and Controlled Substances Regulations 2017; Occupational Health and Safety Act 2004.

Professional qualifications and registration requirements

Mandatory Qualifications

- Relevant professional qualification in health-related discipline (psychology, nursing, social work, occupational therapy or speech therapy) with current Registration with Australian Health Practitioner Regulation Agency (AHPRA) where applicable.
 - For Grade 3 Psychologists; minimum 5 years' experience as a Grade 2 psychologist current Registration with Australian Health Practitioner Regulation Agency (AHPRA)
 - For Grade 4 Allied Health professionals; minimum 7 years of experience
 - Social Workers must be eligible for membership with Australian Association of Social Workers (AASW).
 - Occupational Therapist must be registered with the Occupational Therapy Board of Australia.
 - For Speech Pathologists, qualification as recognised by Speech Pathology Australia.
 - Nurses must have a Post Graduate Qualification Mental Health Nursing or equivalent and relevant years of experience to the role. Current registration with Nursing & Midwifery Board of Australia.
- A current unrestricted Working with Children's Check.
- A current, unrestricted Victorian Driver's License.

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles



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All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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