

Position Description

Senior Mental Health Clinician – Central Infant and Child Community Team

Classification:	Grade 3- Clinical Psychologist, Grade 4 -Registered Psychiatric Nurse Grade 4- Social Worker, Occupational Therapist, Speech Therapist
Business unit/department:	Central Infant and Child Community Team (CCCT) Infant, Child and Youth Mental Health Service (ICYMHS) Mental Health Division
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input checked="" type="checkbox"/> 37 Burgundy St- onsite at 37 Burgundy St office with outreach as required
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025 Victorian Public Mental Service Health Enterprise Agreement 2025-2028
Employment type:	Part-Time
Hours per week:	30.4 hours/week
Reports to:	Team Leader, Central Infant and Child Community Team (CCCT) Program Manager, Central Community and Specialist Teams
Direct reports:	N/A
Financial management:	N/A
Date:	May 2026

Position purpose

The Senior Mental Health Clinician provides high quality expert clinical care both directly and indirectly to children and their families referred to the Infant and Child Community Team.

Working within a multi-disciplinary setting, the senior clinician will assume a leadership role coaching, mentoring and supporting others within the team around complex care needs for this age group. They will provide case management and other clinical interventions including groupwork and parent, individual therapy and Family Therapy and single session interventions.

As a senior mental health clinician, it is expected that you work collaboratively within the team and broader ICYMHS staffing group identifying service gaps and community needs.

The incumbent will contribute to the ongoing development and implementation of enhancements to the model of care for children ensuring practice is in line with contemporary evidenced based mental health models of care and current Victorian initiatives including the Recovery Framework.

The clinician will report directly to the Team Leader alongside the Program Manager who is responsible for the operational and strategic area of team functioning. They will work alongside the teams consultant psychiatrist clinically.

About the Directorate/Division/Department

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 across Adult and Child and Adolescent and can be bed based or located in the community.

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

About ICYMHS

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 Booboo 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.

The Child Team

The Child Team has been developed to provide an expansion of clinical services within ICYMHS with the aim of improving accessibility to and effectiveness of child mental health services.

CCCT primarily provides services to young people aged 0-11 in the Central LGAs of the Austin ICYMHS catchment areas, namely Banyule, Nillumbik, and Boroondara. The service currently operates within business hours, with a view to expanding operating hours in the future to improve accessibility in line with Royal Commission recommendations.

In working to improve clinical outcomes for children experiencing a range of difficulties or who may be at risk of developing difficulties which are or may be impacting on their emotional, social and psychological wellbeing and development the team adopts a flexible and proactive model which includes an outreach service to those families who may find it hard to access clinic-based services.

This includes those children who have experienced trauma or family violence who are or maybe at risk of entering the child protection system, have an intellectual disability/developmental delay and who are Aboriginal/Torres Strait islanders.



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A holistic range of evidence-based therapies wellbeing supports care planning and coordination and education planning together with peer support and self-help supports will be offered by the service.

The service model will be informed by strong neurodevelopmental, developmental, and relational perspectives, trauma informed care, family inclusive and strength-based practice, safety and risk management approaches and will include peer support for families as well as family as central in decision making of treatment and supports. The team work collaboratively in practice and draw on a strong understanding of systemic approaches and frameworks to clinical care and case management.

The team is located at the community outpatient clinic at 37 Burgundy St Heidelberg, with staff working on site with some travel between campuses as required, and community outreach for the purposes of fulfilling the needs of the allocated caseload.

Position responsibilities

- Provides a high-quality clinical service that is informed by developmental, systemic, and collaborative strength-based frameworks.
- Work collaboratively and in partnership with families, co-clinicians, and key stakeholders to support referred children.
- Provides expert clinical assessment, diagnosis and treatment of infants, children and families utilizing evidence-based treatment modalities suitable for engaging children as indicated by clinical need within available resources. This is within the clinic and in outreach settings.
- Within the caseload provides case management, parent, individual and dyadic therapies. Also provides groupwork for both parents and their infants/ children e.g. social of security, mother goose program etc
- Provides discipline specific clinical expertise that contributes to excellent clinical outcomes for infants, children and their families as well as the team's capacity to provide a comprehensive formulation and diagnostic clarification.
- Perform mental health risk assessment, plan, and implement treatment interventions including crisis management, individual counselling, family work and system containment and consultations/carers/system.
- Complete a high standard of accurate and timely clinical and operational documentation and data entry in a timely and efficient manner and in accordance with ICYMHS standards of documentation and relevant professional/mental health sector statutory requirements.
- Works collaboratively and successfully with the lived experience workforce empowering them in their role in the team and learning from them to improve the practice of self and others.
- Undertake roles and other duties as directed and appropriate to their experience and training that are necessary for the efficient functioning of the team and the service.
- Works collaboratively with the school community and others (Child Protection, NGO's) in providing integrated treatment and management.
- Contributes to team, discipline and ICYMHS operational activities, portfolio management, service planning, research, and evaluation activities so that the teams and services performance and culture is safe, healthy, and productive with a view to continual improvement.
- Facilitate child and parent group programs such as Circle of Security, and child centered groups focusing on meaningful activity, social connection and social skills.
- Maintains an awareness of safety issues, the safe practice policy, and procedures of this service and relevant legislation to ensure that risks to consumers, carers and families and staff and the community are minimised.
- Respond to crisis situations and urgent clinical problems by participating in the crisis response system with other team members



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- Actively participates in regular supervision (operational, professional, and clinical) and performance development and review processes.
- Provides secondary consultation to primary and other specialist service providers on behalf of the service.
- Participates in team quality improvement initiatives, departmental research, and evaluation activities and to fill other portfolio responsibilities on behalf of the team and the department as required.
- Provide support to the team's; leadership, offering discipline specific supervision to other staff in ICYMHS as required.
- Comply with relevant professional and mental health sector legislation and statutory requirements.
- Demonstrates a commitment to cultural safety.
- Appropriately use information and communication systems that support the effective and efficient clinical and administrative operation of the position and safe and effective care.
- Proficiency in keyboard skills and information technology systems and applications as required by the role.

Selection criteria

- Relevant minimum years of post-graduate experience in a tertiary mental health setting or other related field with specific experience with children and families.
- Demonstrated ability in and knowledge of the identification, assessment and treatment of children and their families.
- Demonstrated commitment to the care of children and their families in the least restrictive and intrusive manner, respecting rights, privacy, and dignity.
- Demonstrated commitment to working collaboratively with consumers and carers to promote self-determination and progress toward recovery goals.
- Sound understanding of and ability to apply best evidence base for assessment and treatment.
- Demonstrated ability and knowledge of early intervention assessment, formulation, and a range of therapeutic interventions for both individuals and groups.
- Skill in engaging children and families who are hard to reach.
- Knowledge of and experience in delivering a range of crisis intervention, behaviour management strategies and evidence-based parenting strategies.
- Excellent interpersonal, communication and negotiation skills.
- Excellent organizational and time management skills.
- Demonstrated ability to develop effective relationships with colleagues, services, and external stakeholders.

Desirable but not essential.

- Experience in family therapy
- Evidence of ongoing professional development.
- Post-graduate training in relevant areas, for example: developmental psychiatry; child, adolescent or youth mental health, adverse childhood events/childhood trauma, child, or adult psychotherapy
- Sound knowledge of the MARAM framework, implementation plan and hold an intermediate level of training or be working towards this.
- Knowledge of child protection and relevant legislation.



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Professional qualifications and registration requirements

Mandatory Qualifications

- Current registration with Australian Health Practitioner Regulation Agency (AHPRA) (all disciplines except Social Work and Speech Therapists):
- Relevant professional qualification in a health-related discipline (social work, occupational therapy, psychology, psychiatric nursing, or speech pathology) and current registration with the relevant professional board, Association or College.
- Registration with the Nursing and Midwifery Board of Australia (NMBA) and approved post graduate qualifications in psychiatric nursing and/or relevant experience; or
- Registration with the Occupational Therapy Board of Australia and an approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.) with a minimum of 5 years working as an Occupational Therapist in public mental health.; or
- Relevant postgraduate professional qualifications and current registration with AHPRA, with registration with a specialist endorsement in Clinical Psychology, the minimum of a Master's degree in Clinical Psychology, at least 5 years of clinical experiences as a registered psychologist, and AHPRA endorsement as a Board Approved Supervisor with supervisory experience; or
- Speech Pathologists must have membership of Speech Pathology Australia, or be eligible for membership of Speech Pathology Australia.; or
- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers. A minimum of 5 years working as a social worker in public mental health
- Must meet minimum years of clinical experience for a senior role according to the Enterprise Agreement, specific to experience with children and young people within a tertiary mental health setting.
- A current Victorian Driver's License (without restrictions), and ability to drive a work vehicle.
- A current Working with Children's Check (without restrictions).

Quality, safety and risk – all roles

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

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).



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- 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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