

Position Description

Senior Mental Health Clinicians

Community Engagement and Partnerships

Infant Child and Youth Mental Health Service ICYMHS

Classification:	Grade 3- Psychologist, Grade 4- Registered Psychiatric Nurse Grade 3- Social Worker, Occupational Therapist, or Speech Pathologist
Business unit/department:	Infant Child and Youth Mental Health Service (ICYMHS) Mental Health Division (MHD)
Work location:	Other: Offsite with office at 37 Burgundy Street Heidelberg
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
	Victorian Public Mental Health Services Enterprise Agreement 2020 - 2024
Employment type:	Part-time, ongoing
Hours per week:	22.8
Reports to:	Program Manager, Access Community & Partnership Teams
Date:	April 2026

Position purpose

These roles are part of a small group of senior clinicians who will support ICYMHS in the development and maintenance of robust community engagement and partnership activities and linkages. This will include mental health promotion activities, including leading the development of local collaborative information exchanges and advising networks of professionals within north-eastern metropolitan Melbourne for infant child, youth, family services within north-eastern metropolitan Melbourne as well as primary health networks and education/vocation services .

This senior role will provide specialist child, adolescent and youth mental health consultation, education, and training about mental health issues for young people and families/carers. It will also facilitate the sharing of information between services to improve mental health outcomes for infant, children, young people and their families/carers. It has a strong external stakeholder and partnerships focus as well as an important internal ICYMHS collaboration.

It will support and establish strong links with Wellbeing networks that are being established across the state in response to increased levels of social, emotional and behavioural difficulties in children and young people

These networks will build / build upon a collaborative approach between Child and Youth Mental Health Services the Department of Education and Training (DET), headspace, the Department of Health (DH), the Department of Families, Fairness and Housing (DFFH) and a range of intersectoral partners.

Within the roles of these senior clinicians there will be a further scoping and establishment of networks and partnerships beneficial to the ICYMHS expansions to include work with 18-25-year-olds. There will also be capacity for a strong secondary consultation role as well as capacity for primary consultation.

It is an exciting time to join Austin ICYMHS as we develop further partnership in line with the recommendations of the Royal Commission into Mental Health.

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 located across Austin Health campuses and in the community.

The Mental Health Division incorporates three program areas:

- Adult and Older Mental Health Services
- Infant, Child and Youth Mental Health Services and,
- Mental Health Specialty Services.

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.

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.



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Position responsibilities

Role Specific:

Direct and Indirect Care

- Display a clear understanding of and sophisticated practice (at a Senior Clinician level) in the principles of recovery-orientated, trauma-informed, and family-centred, collaborative practice and expertise in engaging young people and their families within clinical and community settings.
- Provide evidence-based education and secondary consultation to community organisations to increase early identification of child and youth mental illness, or conditions and timely referral to CYMHS or other referral pathways as appropriate.
- Regularly attend and contribute to the ICYMHS-Child Protection collaborative meetings, ensuring practice learnings are distributed externally (where appropriate) in a timely way.
- Comply with relevant professional and mental health sector legislative and statutory requirements.
- Establish, renew and maintain regional community engagement and professional networks and partnerships
- Participate in the process designed to support post-vention of critical incidents as per local procedure.
- Share responsibilities with other network coordinators in a way that promotes effective and efficient delivery of services.
- Perform any other duties and work from another work location as directed.

Education and Training

- Actively participate in under- and post-graduate training of professionals within ICYMHS and the MHD.
- Contribute to evidence-based information distribution through the education of others, sharing of relevant clinical literature and leading critical analysis discussions.
- Provide consultation, information and training to health and mental health practitioners and other professionals on mental health issues for infant, children, adolescents, youth and families/carers.
- Develop an annual external ICYMHS education calendar and coordinate the program, ticketing and evaluation.
- Provide an annual report on the education themes and outcomes of training with a critical analysis and action plan to advise on the strategic planning for the forthcoming year/s.

Leadership and Service Improvement

- Enhance access for children and young people to CYMHS through systems improvement, training, education, supervision, and development and review of relevant policies and procedures.
- Contribute to a high-quality, evidence-based clinical service that is infant, child-, youth- and family- focussed and collaborative in its approach to community engagement and partnerships.
- Actively lead the implementation, tracking and evaluation of objectives and project deliverables for this specialist initiative and support other staff in contributing to achieving these in a timely way.



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- Escalate concerns and problems to relevant leadership roles within the MHD to enhance problem solving, risk awareness, resolution, or mitigation.
- Assist with investigations of clinical incidents as requested, contributing to the development of suitable recommendations, documentation, and reporting processes.
- Contribute to the development of evidence-based practices, policies, and procedures to inform the provision of service delivery to children, young people and their families/carers.
- Contribute to the initiative's, discipline, CYMHS and MHD's operational activities, portfolio-management, service planning, research, and evaluation activities so that the service's performance and culture is safe, healthy and productive with a view to continual improvement.
- Demonstrated ability to enhance positive team dynamics and functioning through influence and partnership.

Consultation-liaison

- Provide high quality primary, secondary, and tertiary consultation to primary care, external professionals or private providers (identified with Divisional Manager - ICYMHS as part of strategic partnership plans).
- Demonstrate excellent interpersonal and negotiation skills, supporting the management of the most complex cases in the Division.
- Network and liaise with staff from relevant external agencies, including but not limited to: headspace, education services, Child Protection, Family Services, headspace, NDIS, The Orange Door, community health and primary mental health services.
- Thoughtfully engage and work with consumer and carer peer workers, advocates, or representatives to inform practices within the MHD.

Information Management

- Take the lead in management of the network's initiative and mental health promotion agenda, developing project plans, deliverables and tracking same (in conjunction with Divisional Manager - ICYMHS) and facilitating achievement of objectives on time and on budget.
- 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 clinical/contacts/other documentation to a high standard of accuracy and data entry in a timely and efficient manner and in accordance with CYMHS / MHD and relevant professional / mental health sector statutory requirements.
- Excellent interpersonal, communication (written, verbal and non-verbal) and organisational skills.
- Sound knowledge of relevant legislations including, but not limited to, the Mental Health Act 2014; the Child, Youth and Families Act 2005; and the Privacy Act 1988; and an awareness of the Royal Commission's recommendations for Victoria's Mental Health Services.

Ongoing professional development

- Actively participate in operational, clinical, and professional supervision and performance development and review processes.
- Seek out and attend relevant professional development and training, ensuring up-to-date knowledge of best practice in child and family mental health.
- Participate in both internal and external continuing education programs and demonstrate a commitment to self- improvement of professional performance and development to satisfy Continuing Professional Development requirements.



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- Instigate appropriate research or evaluation studies following ethical practice guidelines and contributing to the sharing of outcomes either through education opportunities or conference-type presentations or academic publications.

Safe Practice and the Environment

- 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.
- Be aware of and adhere to safety and other procedures within ICYMHS, MHD and sites you visit.
- Undertake roles and other duties as directed appropriate to your experience and training that are necessary for the efficient functioning of the service.

Selection criteria

Essential Knowledge and Skills:

- Demonstrated understanding of the principles of child-, youth- and family-focused, recovery-oriented care.
- Demonstrated expert level of knowledge of evidence-based clinical assessment, formulation and treatment interventions (at an individual / group level) for infants, children, youth and their families for a range of co-morbid mental health issues including alcohol and other drug abuse.
- Demonstrated cultural sensitivity when working with young people, siblings and families with diverse backgrounds and identities.
- Extensive experience in coordination and working with lived experience colleagues.
- Demonstrated expertise in providing primary, secondary and tertiary consultation to external, primary and other specialist service providers with excellent feedback regarding the delivery and content of these sessions.
- Demonstrated experience in leading the building of professional networks through identifying, facilitating and maintaining collaborative working relationships and partnerships.
- Demonstrated experience developing and leading stakeholder groups and groups of young people and families/carers.
- Sound knowledge of the MARAM framework, implementation plan and hold an intermediate level of training or be working towards this.
- Ability to work independently and with initiative to deliver on project initiatives, on time and on budget, seeking out guidance from ICYMHS Divisional Manager where relevant.

Desirable but not essential:

- 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, psychotherapeutic group work.
- Experience in working with culturally and linguistically diverse populations.
- Demonstrated experience analysing service needs, including sourcing and meaningfully reviewing demographic and epidemiological data.
- A sound understanding of information technology including office and clinical systems, risk management reporting and ability to provide accurate, accessible, and timely written records of clinical work, as required by MHD standards of documentation.



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- Demonstrated experience assessing community capacity, and organising, facilitating and delivering training.
- Demonstrated excellence in accountability through required network record maintenance and completion of required service statistics.
- Training in clinical supervision (relevant to your discipline or area of practice) and experience in providing high quality supervision to other clinical staff with excellent feedback.
- Extensive knowledge of the support services and referral pathways for vulnerable infants, children, young people and families/carers.
- Experience in research and program evaluation.

Professional qualifications and registration requirements

- Relevant professional qualification in a health-related discipline and registered with relevant governing body.
- Nurses to be registered with the Nursing and Midwifery Board of Australia and hold a Post-Graduate Qualification in Psychiatric/Mental Health Nursing or equivalent.
- Psychologists, nurses and occupational therapists: current Registration with Australian Health Practitioner Regulation Agency (AHPRA) without restrictions.
- Psychologists: Registration with a specialist endorsement in Clinical Psychology or Forensic Psychology; and APHRA endorsement as a supervisor.
- Social Workers and Speech Pathologists: Eligibility for membership with Australian Association of Social Workers (AASW) and Speech Pathology Australia
- 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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