

Position Description

Mental Health Clinician – Central Child Community Team (CCCT)

Classification:	Grade 2: Social Worker, Occupational Therapist, Clinical Psychologist, Speech Pathologist Grade 3: Registered Psychiatric Nurse.
Business unit/department:	Central Child Community Team (CCCT) Austin ICYMHS (Infant, Child, and Youth Mental Health Services) – 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"/> Burgundy St clinic
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
Hours per week:	30.4
Reports to:	Team Leader , Central Child Community Team (CCCT) Program Manager , Central Community and Specialist Teams
Direct reports:	N/A
Date:	July 2025

Position purpose

The Mental Health Clinician provides high quality expert clinical care and case management to children and their families referred to the Central Child Community Team. Working within a multi-disciplinary team the clinician will undertake assessments, develop formulations, and provide case management and clinical interventions including groupwork, parent, individual and family work to children presenting with mental health difficulties and their families. The team offers outreach services to children, their families or carers who may struggle to engage with services or who may find it hard to access clinic-based services. The clinician will report directly to the CCCT Team Leader.

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

ICYMHS 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 predominantly aged 0-18 years with only several teams currently available for those aged up to 25 years.

ICYMHS currently have two inpatient units (a child and an adolescent one), a Child and Family Centre, with a YPARC currently being built.

At present there are outpatient community teams and a number of specialist youth outreach teams. There are also several specialist roles such as Infant and Child Specialist, Carer Consultant and AOD Practice Lead etc. The Lived Experience Workforce is embedded with the ICYMHS directorate.

ICYMHS now includes the Under 18 Triage Team and the Autism Spectrum Disorder Assessment Program.

Our community teams are based at the Heidelberg Campus of Austin Health, the Burgundy Street site, and the Epping site. It is anticipated other teams will be located in the community in the future.

Local service description

The Central Child Community Team (CCCT) is one of several community outpatient teams within the Infant, Child, and Youth Mental Health Service (ICYMHS). It is a multi-disciplinary team that offers individual and group assessment, treatment, consultations, and a clinical case management service to young people with a variety of complex and severe mental illnesses and/or disorders.

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

Position responsibilities

The team is based in Heidelberg, with travel between campuses required at times, and in any outreach capacity for the purposes of fulfilling the needs of the allocated caseload.

Role Specific:

- Purposefully and expertly engage with children and their families within clinical and outreach settings.
- Work collaboratively and in partnership with families, co-clinicians, and key stakeholders to support referred children.
- Undertake comprehensive biopsychosocial assessments (at times with other team members) and subsequently formulates and constructs individualised treatment plans and reviews for children 0-11.



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- Competently case manages and can provide parent therapy, individual therapy, and family therapy as interventions for change as clinically indicated by the treatment plan.
- Use systems theory and contextual understanding as one of the dominant paradigms in making sense of a child and family presentation.
- Provide high-quality evidence based and goal focused clinical service that is strength based in its approach to client care.
- Provide a clear understanding and practice in the principles of recovery orientated trauma informed and family centered practice.
- Facilitate child and parent group programs such as Circle of Security, and child centered groups focusing on meaningful activity, social connection and social skills.
- Assists the service to develop and implement a system of service for infants and children that is developmentally appropriate and that reflects integrated and informed care and reflective practice.
- Respond to crisis situations and urgent clinical problems by participating in the crisis response system with other team members.
- Work collaboratively with the lived experience work force empowering them in their roles in providing a lived experience perspective to the service.
- Demonstrates a commitment to cultural safety.
- Provide professional education, training, and research to other service sector together with secondary consultation.
- Contribute to the development and implementation of research processes and quality improvement activities.
- Comply with relevant professional and mental health sector legislation and statutory requirements.
- Participate in performance appraisal and supervision processes as requested.
- Maintain an awareness and practice of safety issues, the safety practice policy, and procedures of the service and relevant legislation to ensure that risks to consumers carers, families and staff and the community are minimized.
- 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.
- Performs other duties and work from another work location as directed.

Ongoing Professional Development:

- Actively participate in regular supervision
- Demonstrate a commitment to improving professional performance and development to satisfy Continuing Professional Development requirements.

Professional Leadership:

- Participate in team quality improvement initiatives, research and evaluation activities or portfolio responsibilities on behalf of the team and department as required.
- Offer support to other members of the team, graduates, and students, as required to support a positive team culture.



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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
- 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.
- Comply with the principles of patient-centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Comply with relevant professional and mental health sector legislative and statutory requirements.
- Work across multiple sites and perform any other duties as per work requirements and/or directed by management.
- Adheres to and complies with relevant legislation i.e. Mental Health and Wellbeing Act 2022 and the Children, Youth and Families Act 2005 and the Child Wellbeing and Safety Act 2005

Selection criteria

- **Essential Knowledge and Skills**
- 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.



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- **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.

Professional qualifications and registration requirements

Mandatory Qualifications:

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 via the Australian Health Practitioner Regulation Agency, or for Social Workers and Speech Pathologists, eligibility for membership to the respective bodies, as outlined below:

- 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 recognized school of Occupational Therapy or other qualification approved for the eligibility for membership of the Australian Association of Occupational Therapists (VIC)
- Registration as a psychologist under the Health Practitioner Regulation National Law Act (2009). Practice endorsement as a Clinical Psychologist with the Psychology Board of Australia.
- An approved degree in Social Work and eligibility for membership to the Australian Association of Social workers (AASW).
- An approved degree in Speech Pathology and eligibility for registration with 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.



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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).
- 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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