

Position Description

Early Career Educator – Clinical Psychology

Classification:	Grade 4 Clinical Psychologist
Business unit/department:	Mental Health Division
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
Employment type:	Parental Leave Cover
Hours per week:	15.2 hours (0.4 EFT – 2 days per week) Part-time Fixed-term 12-month parental leave cover
Reports to:	Director of Psychology – Mental Health
Direct reports:	0
Financial management:	Budget: N/A
Date:	July 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

As a member of the Mental Health Psychology Clinical Education team, the Early Career Clinical Educator will support the planning, development and implementation of supervision, training, education and professional development for early career psychologist (and where relevant for Provisional Psychologists). The role will work with current Psychology Leadership and education/training structure across Austin Mental Health to coordinate the Early Career Program education, opportunities, and support.

This role will be responsible for liaising with other relevant stakeholders, building relationships, identifying and facilitating strategies that address the psychology early career workforce learning and development needs, and providing leadership around training and education for the Allied Health Graduates.

The role will also contribute to discipline specific supervision and multidisciplinary and interprofessional education and support across the organization in collaboration with other

educators (e.g. in Allied Health, Medicine and Nursing). The Early Career Clinical Educator will also participate in the development of wider initiatives with other senior psychology staff.

About Mental Health Psychology

This position is located within the Mental Health Division of Austin Health.

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 Adult 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 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.

The Mental Health Psychology team consists of over 80 Psychologists (with specialties in Clinical, Neuropsychology, forensic and education) working across all three areas in a variety of roles, with a variety of levels of expertise. The Psychology team meets regularly to stay connected and prioritizes excellence of clinical care for all our consumers. This position will be involved in supporting the continuing development of Psychology education in our Mental Health Psychology team.

This position will be based across all three campuses of Austin Health (i.e., Austin, Repatriation, Royal Talbot Rehabilitation). Inter-campus travel will therefore be required.

Position responsibilities

Professional Development and Supervision

- Work with key stakeholders to develop and implement a psychology education program that supports the development of all early career psychologists within the program, via enhanced skill development.
- Work with key stakeholders to develop and implement a psychology Provisional Psychology post graduate placement program that supports the development of Provisional Psychologists.
- Contribute to the recruitment and coordination of early career psychologists and Provisional Psychologists on placement.
- Map existing workforce clinical skills and requirements for Austin Health early career psychologists working within Mental Health. Collaborate with the workforce and with professional leadership to identify future skillset requirements for psychologists.
- Understand relevant competencies, and workforce clinical skills and requirements for provisional psychologists on placement within Mental Health.
- Regularly meet with early career and provisional psychologists to explore progress and facilitate opportunities for connection.
- Work effectively with University Placement Coordinators and Austin Health staff / supervisors regarding the establishment and completion of Provisional Psychology Placements.
- Work effectively with Place Right and other relevant stakeholders regarding the completion of Provisional Psychology Placements. Ensure that relevant documentation is completed as per placement obligations.



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- Provide advice and support on AHPRA regulations, including the expectations associated with meeting PBA supervision and Registrar Program requirements.
- Act as a role model for colleagues in promoting and maintaining professional values and ethics in clinical practice.
- Provide supervision (where applicable) to Provisional Psychology students on placement, early career psychologists, endorsed Grade 2 and Grade 3 psychologists.
- Liaise and seek supervision from Grade 5 or Grade 6 psychologists.
- Contribute to the evaluation of the early career and provisional psychology programs.
- Utilize an evaluation framework to support continued improvement of professional development and teaching within the Department.
- Encourage the active participation of all staff in the development, implementation and evaluation of quality psychological services with an outcome focus.
- Actively participate in program meetings, governance meetings and other Austin Mental Health committees and working parties when requested and as appropriate
- Promote the development, identification and implementation of evidence-based practice.
- Support the development of an Education Strategic Plan and Credentialing Program for the Mental Health Psychology Department with clear objectives and measurable outcomes.
- Ensure all psychology staff are aware of and work consistently with their professional, organisational, and medicolegal obligations.
- Collaborate with Educators from other disciplines to strengthen interprofessional learning.
- Participate in departmental performance appraisal, as required.
- Contribute to a positive learning culture at Austin Mental Health.

Clinical Service Delivery

- Where clinically relevant, contribute to the clinical care delivered by the Mental Health Psychology Department through the provision of direct service delivery to patients
- Provide high levels of specialist knowledge, advice, or guidance to psychologists and other clinicians to support safe and effective consumer-centred care

Research and Teaching

- Plan, co-ordinate, and participate in clinical psychology teaching and research programs, as relevant.
- Facilitate and promote research by clinicians via publications, presentations at conferences or forums (both internal and external).
- Develop and maintain strong working relationships with University partners, that may include supporting post-graduate student programs and providing expert teaching into post-graduate courses.

Quality and Risk

- Undertake and model evidence-based practice principles in the provision of clinical care.
- Participate in the development, implementation, and management of relevant Risk Registers. Be aware of legal, organisational, professional and staff/patient risks, and constructively assist in their mitigation.
- Undertake activities and audits to support compliance with the national health standards.
- Ensure staff compliance with mandatory training requirements.
- Assist with the development, maintenance and reporting of departmental quality projects.
- Maintain appropriate statistics, case notes and records, participate in Psychology Department and Allied Health Division meetings.
- Other duties, as required.



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Information Management

- Maintenance of patient medical records according to relevant policies / procedures and Austin Health documentation standards.
- Adhere to Austin Health's policies for use of Information Technology.
- Record accurate statistics, as per policy and procedures.

Selection criteria

Essential skills and experience:

- Post-graduate qualifications (Masters or Doctoral Degree) in Clinical Psychology from an accredited program.
- Hold current general registration as a Psychologist with the Psychology Board of Australia (AHPRA).
- Hold current AHPRA 'Area of Practice Endorsement' in Clinical Psychology.
- Hold current supervisor endorsement with the Psychology Board of Australia (AHPRA) for Registrar Supervision (primary and secondary) and Higher Degree supervision.
- A minimum of 8 years' experience as a practicing clinical psychologist, including extensive experience within the public health system.
- Demonstrated experience in leadership, evaluation of service development, quality improvement and/or project/research activities.
- Demonstrated experience of supervision of other psychologists, including early career psychologists.
- Demonstrated capacity to develop and deliver clinical education programs.
- Knowledge of the Royal Commission into Vicotria's Mental Health System recommendations, and commitment into the implementation of same.
- High level interpersonal skills that promote team development and engagement.
- A proven ability to relate to people at all levels within an organization.
- Excellent verbal and written communications skills.

Desirable but not essential:

- Hold an appointment with a university providing an accredited post-graduate training program in clinical psychology.

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 creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

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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