

Position Description

Mental Health Clinician

Classification:	Grade 3- Social Worker, Occupational Therapist, Speech Therapist Grade 3- Registered Psychiatric Nurse Grade 2 Psychologist
Business unit/department:	Inner North Youth Community Team (INYCT) Austin ICYMHS (Infant, Child, and Youth Mental Health Services) - Mental Health Division
Work location:	Austin - on site work
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025 Victorian Public Mental Health Service Enterprise Agreement 2025- 2028
Employment type:	Full time - ongoing
Hours per week:	40 (38 + ADO)
Reports to:	Team Leader , Inner North Youth Community Team Program Manager , Inner North Youth Community and Specialist Teams
Date:	May 2026

Position purpose

The Mental Health Clinician will work within the Inner North Youth Community Team, which is a multidisciplinary team, under the direction of the Program Manager and Team Leader, with additional support from the Consultant Psychiatrist and leadership group.

The clinicians will primarily provide a mental health service to young people aged 12-25 years, their families and wider service systems within the Central Austin ICYMHS catchment.

As a mental health clinician, it is expected that you will work collaboratively within the team and broader ICYMHS teams to support young people who present with mental health concerns as well as to provide support to their families, carers, and communities. The incumbent will contribute to the ongoing development and implementation of enhancements to the model of care for youth ensuring practice is in line with contemporary evidenced based mental health models of care and current Victorian initiatives including the Recovery Framework.

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 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 the Infant, Child & Youth Mental Health Service (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, and a newly established YPARC.

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 ICYMHS 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 Inner North Youth Community Team (INICT) is one of several community outpatient teams within ICYMHS. It is a multi-disciplinary team that offers individual and group assessment, treatment, consultations, and clinical case management service to young people with a variety of complex and severe mental illnesses and/or disorders.

INICT primarily provides services to young people aged 12- 25 in the LGAs of the Austin ICYMHS catchment areas, namely Darebin, Boroondara and Yarra.

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.

The team is located on the Austin Hospital site in the mental Health Precinct with staff working on site with some travel between campuses as required.

Position responsibilities

Role Specific.

Clinical Care and Service delivery

- Provide high-quality, evidence-based direct service in the clinical assessment, diagnosis and treatment of young people and families utilising treatment modalities suitable for engaging young people in their recovery, at an individual, parent and family-system level, as well as consultation and liaison with organisations.
- Be informed by a developmental model and systemic framework to clinical reasoning and decision making.
- Complete clinical and operational documentation, and data entry to a high standard in an accurate, timely, and efficient manner, and in accordance with ICYMHS standards of documentation and relevant professional/mental health sector statutory requirements.
- Complete discipline specific assessments as clinically required.
- Display a clear understanding of, and practice in, the principles of recovery-orientated, trauma-informed, and family-centered, collaborative practice and expertise in engaging young people, and their families within a range of settings
- Perform mental health and risk assessment, plan and implement treatment interventions for a



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caseload of clients, including crisis management, individual counselling, family work, and system containment and consultations for the client/carers/system.

- Support and enhance understanding and identification of social, emotional and behavioural problems to reduce impact and prevalence of mental health difficulties/disorders in schools and other external agencies.
- Demonstrate strong clinical reasoning and decision-making skills with appropriate clinical independence, seeking support when necessary.
- Regularly record accurate health record information and statistics pertaining to individual clients' attributable care and clinical support activity.
- Work collaboratively and successfully with the lived experience workforce, empowering them in their role in the team and learning from them to improve the practices 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/service.
- Working collaboratively with the school community and other services (e.g., Child Protection, drug and alcohol treatment services, Youth Justice, and other organisations) in providing integrated treatment and management.

Risk management

- Manage clinical risk under the direction of the Team Leader and Consultant psychiatrist.
- Support and participate in Health Services Occupational Health and Safety (OHS) Policies and Procedures and implement (where appropriate).
- Complete clinical and operational documentation, and data entry to a high standard in an accurate, timely, and efficient manner, and in accordance with ICYMHS standards of documentation and relevant professional/mental health sector statutory requirements.

Supervision and Professional Development:

- Actively participate in regular supervision
- Demonstrate a commitment to improving professional performance and development to satisfy Continuing Professional Development requirements.
- Participate in team quality improvement initiatives, research and evaluation activities or portfolio responsibilities on behalf of the team and department as required.
- Demonstrate leadership in your work area regardless of role by taking ownership influencing positive change and model integrity.
- Offer support to other members of the team, graduates, and students, as required to support a positive team culture.

Support of Systems

- Be able to use all Austin Clinical Information systems
- Adhere to organisational EMR policy and practice
- Actively contribute to the development and review of policies and practice guidelines in line with their area of clinical expertise.
- The incumbent may be required to perform other duties as required.



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Selection criteria

Essential Knowledge and skills:

- Relevant post-graduate experience in a tertiary mental health setting or other related field with specific experience with young people and families.
- Demonstrated ability in and knowledge of the identification, assessment and treatment of young people and their families.
- Demonstrated commitment to the care of young people 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.
- 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
- Experience with Single Session Thinking

Professional qualifications and registration requirements

Mandatory Qualifications:

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.
- 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)
- Masters or Doctorate in Clinical Psychology with current registration with Australian Health Practitioner Regulation Agency. Grade 2 Psychologists must be either: (1) eligible for endorsement, or (2) endorsed in Clinical Psychology.
- 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.



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- 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).
- 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



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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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