

Position Description

Senior Mental Health Clinician Adolescent Intensive Management (AIM) Team

Classification:	Grade 3 - Psychologist Grade 4 - Registered Psychiatric Nurse Grade 4 - Social Worker, Occupational Therapist, or Speech Pathologist
Business unit/department:	Adolescent Intensive Management (AIM) Team Infant, Child and Youth mental Health Service (ICYMHS)
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"/> (please specify) <i>37 Burgundy Street office with outreach as required</i>
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Parental Leave Cover
Hours per week:	40 hrs/wk with ADO every 4 weeks (17/8/2026 - 24/8/2027)
Reports to:	Team Leader, AIM
Date:	June 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung 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.

Position purpose

The Senior Mental Health Clinician works within the Adolescent Intensive Management (AIM) team's multidisciplinary outreach team, under the direction of the Program Manager, Team Leader, and the Consultant Psychiatrist, and with additional support from the relevant discipline senior. In this role the clinician will primarily provide an intensive outreach mental health service to high-risk young people aged 12-18 years, their families and wider service systems within the Austin ICYMHS catchment (i.e., Northern and Northeastern Metropolitan). In line with the Mental Health Royal Commission recommendations AIMS provides service for 12-25-year-olds living in the Banyule and Nillumbik Local Government Areas

As a Mental Health Clinician, it is expected that you will work collaboratively with AIM clinicians and broader ICYMHS staff and teams to support young people who find it difficult to engage in office-based services and are at risk of harm.

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 Booboop 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.

About AIM

The AIM Team is part of Austin Health's Infant, Child, and Youth Mental Health Service (ICYMHS). It services young people from 6 local government areas of metropolitan Melbourne. It is one of several outpatient/outreach teams within the service. It provides intensive, outreach, mental health services including screening/assessment, treatment and consultation concerning adolescents experiencing complex social, emotional, and behavioural difficulties and mental health problems. Most of the caseload consists of young people aged 12-18 years, their families, and systems of care. These are typically young people who are vulnerable, at high risk, and find it difficult to engage in office-based services. In line with the recommendations of the Royal Commission into Mental Health, this team, alongside other ICYMHS teams, is transitioning to provide case management services to include 18-25-year-old youth living in the Banyule and Nillumbik Local Government Areas

The model of care used by the team is informed by a strong neurodevelopmental and early intervention perspectives, family inclusive practice, safety and risk management approaches and dignity in risk-taking, etc. The team work collaboratively in practice and draw on a strong understanding of systems approaches and frameworks to complex 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.



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Position responsibilities

Role Specific:

Clinical Care and Service delivery

- Deliver high-quality care for a small clinical caseload, primarily in an outreach capacity, but using online medium where required.
- 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 actions.
- Display a clear understanding of and practice in the principles of recovery-orientated, trauma-informed, and family-centred, collaborative practice and expertise in engaging children, adolescents, and their families within a range of settings.
- Complete a high standard of accurate and timely clinical and operational documentation and data entry in an accurate and efficient manner, and in accordance with ICYMHS standards of documentation and relevant professional/mental health sector statutory requirements.
- Conduct discipline specific assessments as required according to the Senior Mental Health Clinician's level of training and experience.
- Perform mental health and risk assessment, plan and implement treatment interventions 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 and the 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)
- Comply with relevant professional and mental health sector legislative and statutory requirements
- Maintain an awareness and practice of safety issues, the safe practice policy and procedures of



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the service, and relevant legislation to ensure that risks to consumers, carers, families, staff, and the community are minimised.

Supervision and Professional Development:

- Actively participate in regular supervision (line and discipline specific) and performance development and review processes.
- Participate in team quality improvement initiatives, supervision, departmental research, and evaluation activities and to fill other portfolio responsibilities on behalf of the team and department as required.
- Provide support to the team's leadership, offering guidance, support, and supervision to other members of the team, or students, as required.
- Contribute to team, discipline and ICYMHS operational activities, portfolio management, service planning, research, and evaluation activities so that the team's and service's performance and culture is safe, healthy, and productive with a view to continual improvement.
- Participate in both internal and external continuing education programs and demonstrate a commitment to improving professional performance and development to satisfy Continuing Professional Development requirements.
- Offer support to other members of the team, graduates, and students, as required to support a positive team culture.

Support of Systems

- Adhere to organisational EMR policy and practice, using Austin Clinical Information systems appropriately
- Complete documentation and data entry related to system funding in an accurate and timely manner to support operational needs
- Actively contribute to the development and review of policies and practice guidelines in line with their area of clinical expertise.
- Perform any other duties and work from another location as directed.

Selection criteria

Essential skills and experience:

- Demonstrated commitment to 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 personal recovery goals.
- Sound understanding of and ability to apply best evidence base for assessment and treatment.
- Experience in case management of consumers via implementation of tailored individualised Treatment Plans.
- Well-developed interpersonal skills to effectively communicate with young people, families/carers
- Demonstrated ability to develop effective relationships with colleagues, service, and other external stakeholders.
- Thorough knowledge of the principles and practices of DHHS Recovery-Oriented Practice in Mental Health
- Sound knowledge of The Victorian Mental Health Act (2022) and other relevant legislation
- Excellent organisational and time management skills

Desirable but not essential:



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- Demonstrated experience in the provision of clinical/professional supervision with willingness to develop and expand on these skills
- Demonstrated ability to provide leadership to a multidisciplinary team with willingness to further develop these skills.
- Evidence of on-going professional development
Demonstrated capacity to undertake/support research, publication, and public presentation.

Professional qualifications and registration requirements

Mandatory Qualifications

- Current registration with Australian Health Practitioner Regulation Agency (APHRA) (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 APHRA 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



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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 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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