

# Position Description

## Mental Health Clinician

### Inner North Community Child Team

<b>Classification:</b>	Social Worker, Occupational Therapist, Speech Therapist or Clinical Psychologist Grade 2, Registered Psychiatric Nurse Grade 3.
<b>Business unit/department:</b>	Infant Child and Youth Mental Health Service (ICYMHS) Mental Health Division (MHD)
<b>Work location:</b>	Austin Hospital on site - with outreach
<b>Agreement:</b>	Victorian Public Mental Health Service Enterprise Agreement 2020-2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
<b>Employment type:</b>	Fixed term, full time - parental leave cover to May 2027
<b>Hours per week:</b>	38
<b>Reports to:</b>	Team Leader and Program Manager, ICYMHS
<b>Date:</b>	May 2026

#### Position purpose

The Mental Health Clinician provides high quality expert clinical care and case management to children and their families referred to the Child Team. Working within a within a multi-disciplinary team the clinician will undertake assessments and 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 Team Leader and Program Manager.

#### 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 the Infant Child and Youth Mental Health Service (ICYMHS)**

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 Boobop 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 ICYMHS Crisis Assessment & Treatment Service (CATS) and an ICYMHS 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 the Inner North Community Child Team**

The Child Teams have been developed to provide an expansion of clinical services within ICYMHS with the aim of improving accessibility to and effectiveness of child mental health services.

The Child Team provides early intervention and developmentally appropriate high-quality mental health treatment to infants and children aged up to 11 years and their families referred with mental health concerns to the service. In working to improve clinical outcomes for children experiencing a range of difficulties the team adopts a flexible and proactive model which includes an outreach service to those families who may find it hard to access clinic-based services.

The service model is informed by strong neurodevelopmental, developmental, and relational perspectives, trauma informed care, family inclusive and strength-based practice, safety and risk management approaches and will include peer support for families. The family is central in decision making of treatment. The team work collaboratively in practice and draw on a strong understanding of systemic approaches and frameworks to clinical care and case management.

The position is in the Marion Drummond Building – Austin site with travel expected between campuses as required and in any outreach capacity for the purposes of fulfilling the needs of the allocated caseloads.

## **Position responsibilities**

### **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, lived experience and other key stakeholders to support referred infants and children.



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- Undertake comprehensive biopsychosocial assessments (at times with other team members) and subsequently formulate and construct individualised treatment plans and reviews for children 0-11.
- Competently case manages the caseload and provides parent therapy, individual therapy and family therapy as interventions for change as clinically indicated by the treatment plan.
- 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, Parent- Child Mother Goose program, sing and grow, caring dads, play groups etc.
- 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.
- Works collaboratively and flexibly with other team members and promotes a safe team culture.
- 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.

## Education

- Provide professional education, training, and research to other services in the sector.
- Provide secondary consultation to other services in the sector.
- Engage in learning opportunities through cross discipline relationships and networking.
- Research.
- Contribute to the development and implementation of research processes and quality improvement activities.
- Be aware of up-to-date research in child and family welfare and mental health practice.
- Engage with others in undertaking evidence-based quality activities based on clinical audit results.
- Support of Systems.
- Actively promote the Austin Nursing Vision if nursing is your discipline and contribute to the initiatives designed to achieve the vision.
- Be able to use all Austin Clinical information systems.
- Adhere to organizational EMR policy and practice.
- Actively contributes to the development and review of policies and practice guidelines in line with their area of clinical expertise.



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## Selection criteria

### Essential Knowledge and Skills

- Relevant minimum years of post-graduate experience (specific to the grade 2 ) role 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 case management experience with a 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 in and knowledge 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.

### 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
- Must meet minimum years of clinical experience for the role according to the Enterprise Agreement.
- Psychologists: Masters or Doctorate in Clinical Psychology, current registration with Australian Health Practitioner Regulation Agency (AHPRA), endorsement in clinical psychology or eligibility to work towards area of practice ,endorsement with AHPRA



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- Social Workers must be eligible for membership with the Australian Association of Social Workers (AASW).
- Registered Nurse registered with the Nursing and Midwifery Board of 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).
- 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.



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## **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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