

Position Description

Mental Health Clinician

Classification:	Grade 3 Mental Health Clinician (RPN3 /SW3 / OT3 / SP3 / P2)
Business unit/department:	Booboo Narrakwarren Nagarra -jarra - noun (BNNJN) Infant, child and Youth Mental Health Service (ICYMHS) Mental Health Division (MHD)
Work location:	Other <input checked="" type="checkbox"/> (BNNJN Centre, 12 Grieve St, Macleod, 3085) Staff work on site with travel required between campuses as required including outreach to metropolitan and regional areas for the purpose of readmission and post discharge work.
Agreement:	VICTORIAN PUBLIC MENTAL HEALTH SERVICES ENTERPRISE AGREEMENT 2024-2028 MEDICAL SCIENTISTS, PHARMACISTS AND PSYCHOLOGISTS VICTORIAN PUBLIC SECTOR (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2021-2025
Employment type:	Full-Time
Hours per week:	38 hours (plus ADO) shift work across a 7-day week
Reports to:	Centre Manager
Direct reports:	None
Financial management:	Budget: None
Date:	April 2026

Position purpose

The Grade 3 Mental Health Clinician position will contribute specialist therapeutic knowledge and skill in providing trauma informed care to children, families, and their care systems. This role will provide direct care (individual child, family, and group). Working within a multi-disciplinary team they will contribute to creating and maintaining a trauma-informed, therapeutic milieu, identifying and promoting opportunities for healing experiences in daily interactions between children, their families and the Centre's staff. They will work in partnership with the Centre's Senior Clinicians and clinical team to provide consultation to internal and external stakeholders and contribute to research, evaluation, and continuous improvement activities. This role requires shift work including night shift

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.

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.

In 2016, the Victorian Government introduced the Safewards model throughout all public mental health services. It is designed to create a safe and supportive environment; to improve therapeutic relationships and increase the potential for collaboration between staff and consumers. Austin Health is committed to the Safewards model through ongoing education and resourcing. All mental health clinicians are expected to have a sound understanding of the model and its application in clinical practice

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.

Booboop Narrkwarren Nagarra-jarra-noun (Family Healing) comes under the directorate of the Mental Health Division (MHD) Infant Child and Young People's Mental Health (ICYMHS).

BNNJN is an early intervention service providing mental health recovery and support for children aged 0 - 12 years and their families

The Booboop Narrkwarren Nagarra-jarra-noun Centre provides a specialised therapeutic residential service for children who have experienced adverse life events and whose developmental trajectories continue to be disrupted by ongoing trauma related secondary adversities.

The Centre supports these children and families / care systems to connect or reconnect with one another and with their communities by building meaningful, trusting therapeutic relationships. The Centre's therapeutic milieu and multi-modal suite of therapeutic interventions provide evidence-based specialist support towards the work of restoring the child's wellbeing and developmental trajectory. Innovative and flexible service design ensures that Victoria's most vulnerable children and families / care systems are supported to engage with the Centre and to sustain gains made at the Centre, via pre-and-post-stay therapeutic support.



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Position responsibilities

Direct Clinical Care:

- Demonstrated understanding of, and sound practice in, the principles of recovery-orientated, trauma-informed, family-centred and collaborative care and experience in engaging children and their families within a range of settings.
- Provide high quality, evidence-based clinical assessment, risk formulation, planning and treatment at an individual or systems level as indicated by clinical need. Treatment modalities may include individual, parent, family and group therapy.
- Provide discipline specific and / or clinical specialist knowledge and assessments that both contributes to excellent clinical outcomes for children and their families as well as the team's capacity to provide a comprehensive formulation and diagnostic clarity.
- Provide care to children and families that is physically, emotionally, socially, culturally, and spiritually safe.
- Advocate for the child's voice to be heard in decision making about them.
- Demonstrate understanding of diversity.
- Demonstrate understanding of and commitment to Austin Health's Reconciliation Action Plan.
- Provide outreach assessment, treatment and liaison as indicated, (possibly including overnight travel).
- Demonstrate ability to work under direct supervision and more independently and appropriately seek support.
- Develop strong collegial relationships with all members of the team across allied and health and nursing.
- Work collaboratively with other agencies to provide integrated treatment and a safe and smooth discharge process.
- Actively participate in regular supervision (clinical, operational, and professional) and performance development and review processes.
- Work collaboratively with the lived experience workforce empowering them in their roles in providing a lived experience perspective to the service.
- Demonstrated knowledge of, and commitment to, the Recovery Oriented Practice, Trauma Informed Care, Safewards Model and collaborative clinical practice
- Work collaboratively with the Lived Experience Workforce empowering them in their roles and providing a lived experience perspective to the service

Education:

- 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.
- Contribute to team, discipline and CYMHS 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.

Research:

- Appropriately use information and communication systems that support the effective and efficient clinical and administrative operation of the position and safe and effective care.
- Complete a high standard of accurate and timely clinical documentation and data entry in an efficient manner and in accordance with CYMHS / MHD and relevant professional / mental health sector statutory requirements.



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- Identifies opportunities for process redesign and to support staff in the implementation of redesign projects and activities.
- Supports and actively participates in research and implements findings into clinical practice.
- Aware of and adherence to ethical research practices.
- Supports quality improvement and research initiatives and effectively manages change to improve patient outcomes
- Ensuring the delivery of evidence-based nursing care that meets professional, organisational, legal and ethical standards in order to optimise health outcomes for the community.

Support of Systems

In collaboration with the Centre's leadership team:

- Contribute to the coordinate of referrals and admissions for children and their families to the Centre.
- Provide primary, secondary, and tertiary consultation to government and non-government organisations, young people and family primary health care services, education providers, etc and network with these to enhance service delivery.
- Support and enhance understanding and identification of social, emotional and behavioural problems in order to reduce impact of mental health difficulties during admission.
- Liaise with relevant community agencies and provide specialist training as appropriate, promoting the service through participation in education forums, conferences and other opportunities that arise.
- 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.
- Be aware of and adhere to safety and other procedures within CYMHS, MHD and sites you visit.
- Undertake roles and other duties as directed appropriate to your experience and training that are necessary for the efficient functioning of the team and the service.

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
- Comply with the principles of patient-centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.
- A commitment to Austin Health values
- Demonstrated knowledge of professional standards.
- Demonstrated ability to use clinical information systems.
- Knowledge of legal and ethical requirements.



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• Selection criteria

Essential skills and experience:

- Specialist training and knowledge in working with children presenting with trauma-related mental health concerns, and their families.
- Have experience in working therapeutically and systemically with children with complex mental health presentations.
- Demonstrated understanding of professional frameworks, theories and practices as they relate to children and families and mental health.
- Demonstrated ability and knowledge of a range of psychotherapeutic interventions for both individuals and groups.
- Knowledge of, and experience in delivering a range of crisis intervention and emotional and behavioural management strategies.
- Demonstrated ability to provide secondary consultation to families, and to primary and other specialist service providers on behalf of the team.
- Demonstrated cultural sensitivity when working with young people and their families from diverse backgrounds.
- Proven ability to enhance team functioning as an active team member and model positive responses to change and adaptation.
- Displays highly effective oral, written and interpersonal communication.
- Displays strong organisational and time management skills, as shown by a dynamic and flexible approach to time management and clinical caseload demands.
- Willingness and ability to work outside business hours and in an outreach capacity, including early morning and evening shifts, weekends, and possible overnight outreach.
- Training in, or willingness to complete training in Mentalization Based Treatment for Children and Families.
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- Knowledge of the Mental Health Act 2014 and other relevant legislation and conventions, especially: Child, Youth and Families Act 2005; the Privacy Act 1988; the UNICEF **Convention of the Rights of the Child** (UNCR, 1989); the Drugs, Poisons and Controlled Substances Regulations 2017; Occupational Health and Safety Act 2004.
- A commitment to Austin Health values
- A positive approach to ongoing self-education and skill development
- A flexible, innovative team-oriented approach to service delivery
- A positive approach to change and diversity

Desirable but not essential:

- Post-graduate training and qualification (or working towards) in relevant areas such as psychology, occupational therapy, child and youth mental health, family therapy, child psychotherapy, play therapy, adult psychotherapy, dual diagnosis.
- Training and experience in developmental psychiatry.
- Working knowledge of the Victorian Public Mental Health care system, child protection system, Victorian Mental Health Royal Commission, and resource allocation.
- Demonstrated cultural sensitivity when working with young people and families with diverse backgrounds.
- Have dual diagnosis competency or a willingness to undergo specialised training.
- Demonstrated commitment to evidence-based practice, research, and quality
- Demonstrated ability to flexibly manage competing and at times stressful situations, monitoring one's own stress levels and practicing and promoting self-care strategies.



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Professional qualifications and registration requirements

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.

Nursing -Registration with the Nursing and Midwifery Board of Australia (NMBA) and approved post graduate qualifications in psychiatric nursing and/or relevant experience;

Occupational Therapy - Registration with the Occupational Therapy Board of Australia and an approved Degree from a recognised school of Occupational Therapy or other qualifications approved or eligibility for membership of the Australian Association of Occupational Therapy (Vic.) with a minimum of 2 years in mental health

Psychologist - 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, and APHRA endorsement as a Board Approved Supervisor with supervisory experience

Speech Pathologists must have membership of Speech Pathology Australia or be eligible for membership of Speech Pathology Australia.; or

Social Worker - An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers. A minimum of 5 years in mental health and 7 years post-graduation.

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.*



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- 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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