Position Description

Mental Health Clinician

Central Infant and Child Community Team

Classification:	Grade 2 – Clinical Psychologist Grade 3 – Registered Psychiatric Nurse, Social Worker, Occupational Therapist, or Speech Pathologist
Business unit/department:	Central Infant and Child Community Team (CCCT) Infant Child and Youth Mental Health Service (ICYMHS) Mental Health Division (MHD)
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☒ (please specify) *37 Burgundy Street office with limited outreach as required*
Agreement:	Victorian Public Mental Health Service Enterprise Agreement 2025-2028
	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Fixed term, part-time – leave cover to 8 October 2027
Hours per week:	30.4
Reports to:	Team Leader (CCCT) and Program Manager (Central Community and Specialist Services), ICYMHS
Date:	November 2026

Position purpose

This is a part time, fixed-term position, back filling a clinician on leave

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 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 across Adult and Child and 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.

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.

The Child Team

The Child Team has 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.

CCCT primarily provides services to young people aged 0-11 in the Central LGAs of the Austin ICYMHS catchment areas, namely Banyule, Nillumbik, and Boroondara. 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.

In working to improve clinical outcomes for children experiencing a range of difficulties or who may be at risk of developing difficulties which are or may be impacting on their emotional, social and psychological wellbeing and development 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.

This includes those children who have experienced trauma or family violence who are or maybe at risk of entering the child protection system, have an intellectual disability/developmental delay and who are Aboriginal/Torres Strait islanders.

A holistic range of evidence-based therapies wellbeing supports care planning and coordination and education planning together with peer support and self-help supports will be offered by the service.

The service model will be 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 as well as family as central in decision making of treatment and supports. The team work collaboratively in practice and draw on a strong understanding of systemic approaches and frameworks to clinical 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.

Position responsibilities

Clinical Care and Service delivery

- 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.
- 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 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.
- Complete a high standard of accurate and timely clinical and operational documentation and data entry pertaining to an individual clients' attributable care and clinical support activity, in an accurate and efficient manner, and in accordance with ICYMHS standards of documentation and relevant professional/mental health sector statutory requirements.
- 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.
- 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 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.
- 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.

- Be aware of up-to-date research in child and family welfare and mental health practice.
- 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 Knowledge and Skills

- Relevant minimum years of post-graduate experience specific to the grade requirements 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.
- Experience in case management of consumers, with knowledge of, and experience in, delivering a range of crisis intervention, behaviour management strategies and evidence-based parenting strategies
- Well-developed interpersonal skills to effectively communicate with young people, families/carers
- Excellent organizational and time management skills.
- Demonstrated ability to develop effective relationships with colleagues, services and external stakeholders.
- Thorough knowledge of the principles and practices of DHHS Recovery-Oriented Practice in Mental Health
- Sound knowledge of The Victorian Mental Health and Wellbeing Act (2022) and other relevant legislation

Desirable but not essential

- Experience in family therapy
- Experience with Single Session Thinking
- 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

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 diploma or Masters in mental health nursing and clinical experience of at least 2 years as a registered nurse; 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.); 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; or

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

- An approved tertiary qualification in **Social Work** (Bachelor of Social Work; Master of Social Work) and eligibility for membership of the Australian Association of Social Workers.

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 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.