

Position Description

Neuropsychologist Grade 4 – Older Adult Mental Health Service

Classification:	Psychologist Grade 4
Business unit/department:	Older Adult Mental Health Service Mental Health Division
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"/> Burgundy
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Part-Time
Hours per week:	22.8
Reports to:	Operationally: Program Manager – Older Adult Mental Health Service Professionally: Director of Psychology
Direct reports:	NIL
Financial management:	Budget: NIL
Date:	November 2025

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 Neuropsychologist provides advanced clinical leadership within multidisciplinary teams across community. The role is responsible for delivering expert neuropsychological assessment, complex diagnostic formulation, and leadership in evidence-based interventions for older adults presenting with cognitive impairment, neurodegenerative conditions, behavioural and psychological symptoms, and co-occurring mental health concerns.

The Senior Neuropsychologist leads the integration of neuropsychological findings into person-centred recovery and wellbeing plans, provides specialised consultation to clinicians, and offers guidance in complex clinical decision-making. The role works collaboratively with consumers, families, carers, and key internal and external stakeholders to support safe transitions of care, optimise cognitive and functional outcomes, and promote autonomy, dignity, and meaningful participation in community life.

In addition to direct clinical care, the Senior Neuropsychologist provides discipline-specific leadership through supervision, consultation, capacity-building within the team, and active involvement in service development, research, and quality improvement initiatives.

About the Mental Health Division

Austin Mental Health Division (MHD) provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services in the Mental Health Division are located across Austin Health and the community. Employees may be redeployed within the MHD.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supports 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.

Austin Health's Older Adult Mental Health Community Team provides person-centred, recovery-oriented care to older adults experiencing, or at risk of, serious mental illness. The multidisciplinary team—including clinicians, medical staff and Lived and Living Experience (LLE) experts—works collaboratively to deliver trauma-informed, evidence-based support that includes families, carers, and kin.

The team fosters a culture of collaboration, shared learning, and mutual respect to ensure holistic, high-quality care that promotes recovery, dignity, and wellbeing in the community.

Position responsibilities

Clinical Practice

- The Senior Neuropsychologist will complete advanced neuropsychological assessments, including decision making capacity, cognitive, functional and behavioural assessments, using evidenced based validated tools and standardised approaches.
- Undertake complex differential diagnostic assessments with consumers suspected of neurocognitive disorders, psychiatric illness, and functional cognitive presentations and
- Provide assessment reports and psychoeducation to individuals, families, carers, and other professional and agencies.
- The Senior Neuropsychologist will be able to develop and facilitate evidenced based psychological interventions tailored to the needs of older adults.
- Work in partnership with consumers, families, carers, and key stakeholders to support continuity of care.
- Provide collaborative care planning incorporating recovery orientated and trauma informed principles.

- Demonstration of relevant family violence practice according to allocated responsibility level. This aligns with the Multi-Agency Risk assessment and Management (MARAM) Framework, the Family Violence Information Sharing Scheme (FVIS) and Child Information Sharing Scheme (CISS) legislative requirements and related Austin Health guidelines
- Efficient management of caseloads, including attention to waitlists, period of intervention, documentation, and efficient clinical intervention.
- Participates in clinical review processes and clinical data collection.



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- Provides education and consultation to other professionals, care providers, and community agencies.
- Contributes to the recovery/rehabilitation planning of consumers.
- Maintain and ensure professional standards of clinical documentation.
- Provide and lead discipline specific input into multidisciplinary team reviews, discharge planning, and case conferences.
- The Senior Neuropsychologist will contribute and lead complex care planning, including behavioural support strategies and psychosocial interventions.
- Function as the senior clinician in a clinical stream of care
- Support and supervise Grade 2 and 3 Neuropsychology staff, and students on placement
- Other duties as directed by the program manager or Director of Psychology

Quality and Risk

- Undertake and model evidence-based practice principles in the provision of care
- Undertake activities and audits to support compliance with the national standards
- Ensures consumer care standards meet professional, organisation, legal and ethical requirements.
- Maintain responsibility for the roles psychometric test library including ensuring appropriate secure storage, access, and auditing in keeping with relevant professional standards, codes of conduct, ethical guidelines, and Austin policies/procedures
- Develop, implement and evaluate continuous quality improvement activities within the quality assurance framework and actively participate in accreditation requirements.
- Maintain appropriate statistics, case notes and records, documenting in patient medical files according to policy/ procedure and Austin Health documentation standards
- Participate in Psychology department meetings

Professional Development

- Participate in department performance appraisal, supervision and professional development planning process in discussion with program manager and Director of Psychology or delegate.
- Participate in regular supervision with a Clinical Neuropsychologist Grade 5 or above
- Deliver regular supervision to other psychologists in the division.
- Undertake education and training to ensure clinical practice is current and evidence based

Leadership

- Support the Director of Psychology, or delegate, in a range of activities including department planning and development, strategic planning, policy development and resource allocation within the Mental Health Directorate.
- Participate in human resource management as requested by the Director of Psychology, or delegate, and within scope of role
- Participate in the development, implementation and evaluation of policy, service provision and strategic direction of the department with a particular focus on the designated clinical stream
- Represent the area of responsibility at relevant Austin Health forums and meetings
- Provide input into department policy and procedures regarding training and education for staff, students and other health professionals
- Support training and education to hospital staff, other professionals and student groups within Austin Health and externally on issues pertaining to their discipline
- Perform additional administrative duties and projects under direction of the Director of Psychology, or delegate



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Selection criteria

Essential skills and experience:

- Substantial clinical experience of at least 8 years as a registered psychologist.
- Demonstrates a high level of clinical experience in community-based consultation and assessment of older adults with suspected neurocognitive disorders, psychiatric illness, and functional cognitive presentations.
- Highly developed ability to translate neuropsychological test findings into meaningful feedback reports and psychoeducation to individuals, families, carers, and other professional and agencies.
- High level written and verbal skills translating into quality reports/other clinical documentation
- Clinical expertise in delivering short-term, evidence-based, cognitive, behavioural, or psychological interventions with older adults, in line with relevant qualifications and scope of practice.
- Demonstrated ability to provide secondary neuropsychological consultations to carers, and to primary and other specialist service providers on behalf of the team
- Demonstrated capacity to liaise with external agencies and to implement appropriate community referrals to relevant service providers
- Demonstrated commitment to high quality service provision and evidence-based practice.
- Thorough knowledge of the principles and practices of DHHS Recovery-Oriented Practice in Mental Health
- Demonstrated knowledge of recovery and collaborative clinical practices.
- Sound knowledge of the Mental Health and Wellbeing Act (2022).
- Demonstrated commitment to service delivery for consumers and their families in the least restrictive and intrusive manner, respecting rights, privacy and dignity.
- Substantial experience in the provision of professional supervision of psychologists and ability to promote professional competence of other staff
- Demonstrated ability to work autonomously, as well as within a multidisciplinary team and contribute to a collaborative approach to client care and service development / delivery.
- Highly developed communication and interpersonal skills that promote team development and engagement, with an ability to relate to people at all levels within an organisation
- Demonstrated competence in initiating and contributing to quality improvement, evaluation and research activities
- A current Victorian Driver's License and ability to drive a work vehicle.

Desirable but not essential:

- Experience working in a public health older adult mental health and wellbeing program
- Evidence of on-going professional development
- Experience in developing and delivering education and training programs.
- Demonstrated capacity to undertake/support research, publication, and public presentation.

Professional qualifications and registration requirements

- Masters or Doctorate in Neuropsychology.
- Current registration with Australian Health Practitioner Regulation Agency.
- Endorsement as a Neuropsychologist with the Australian Health Practitioner Regulation Agency,
- Registration as a Board Approved Supervisor with the Australian Health Practitioner Regulation Agency.



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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.



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