

# Position Description

## Senior Clinician – Youth Early Psychosis Service

|                                  |                                                                                                                                                                                                                                                                                           |
|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Classification:</b>           | Grade 3- Psychologist,<br>Grade 4- Registered Psychiatric Nurse<br>Grade 4- Social Worker, Occupational Therapist,<br>or Speech Pathologist                                                                                                                                               |
| <b>Business unit/department:</b> | Infant Child and Youth Mental Health Service (ICYMHS)<br>Mental Health Division (MHD)                                                                                                                                                                                                     |
| <b>Work location:</b>            | Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/><br>Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input checked="" type="checkbox"/> Burgundy St<br>clinic Onsite at 37 Burgundy Street Heidelberg – with outreach |
| <b>Agreement:</b>                | Victorian Public Health Sector (Medical Scientists, Pharmacists<br>and Psychologists) Single Enterprise Agreement 2021-2025                                                                                                                                                               |
|                                  | Victorian Public Mental Health Service EBA 2025-2028                                                                                                                                                                                                                                      |
|                                  | Choose an item.                                                                                                                                                                                                                                                                           |
| <b>Employment type:</b>          | Full-Time                                                                                                                                                                                                                                                                                 |
| <b>Hours per week:</b>           | 38 hours/week                                                                                                                                                                                                                                                                             |
| <b>Reports to:</b>               | Team Leader (YEPS) and Program Manager (Central Community<br>and Specialist Teams), ICYMHS                                                                                                                                                                                                |
| <b>Direct reports:</b>           | NA                                                                                                                                                                                                                                                                                        |
| <b>Financial management:</b>     | NA                                                                                                                                                                                                                                                                                        |
| <b>Date:</b>                     | August 2026                                                                                                                                                                                                                                                                               |

### Position purpose

The Youth Early Psychosis Service (YEPS) is a program that provides assertive outreach model of case management for young people with psychotic illness during adolescence or early adulthood. Senior mental health clinicians within YEPS are members of the multidisciplinary outreach team, under the direction of the YEPS Team Leader, and the Program Manager, Central Community and Specialist Teams.

Roles include capability building, consultation, and liaison with adjacent programs within Austin Mental Health, and community service providers to support the functional recovery and remission of symptoms of young people with psychotic illnesses and their families, and to improve their recovery outcomes.

In this role the clinician will primarily provide a community-based outreach mental health service to young people aged 16-25 years, their families and wider service systems within the Banyule and Nillumbik council areas

## 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 YEPS

YEPS is a specialty program of the Infant, Child, and Youth Mental Health Service (ICYMHS). YEPS is a multi-disciplinary team that provides treatment to young people aged 16-25 who are experiencing psychosis during adolescence or early adulthood who live in the Banyule and Nillumbik local government areas. YEPS case managers provide evidence-based, phase-specific treatment for young consumers and support to their families or carers. The service operates within business hours.

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

- Provide high-quality, evidence-based direct service in the clinical assessment, diagnosis and treatment of young people and families with a range of co- morbid mental health issues, including alcohol and other drug abuse, personality disorders, depression, and anxiety as indicated by clinical need within available resources.
- Provide evidence-based psychoeducation to clients and families regarding psychotic illness and treatments approaches, including commonly used antipsychotic medication and side-effects.
- Display a clear understanding of and practice in the principles of recovery-orientated, trauma-informed, and family-centred, collaborative practice and expertise in engaging young people and their families within clinical settings.
- Undertake intensive assertive outreach case management services in the community as required to consumers with a suspected early in life episode of psychotic illness, and contribute to the implementation, monitoring, and evaluation of treatment objectives.
- Perform mental health, and risk assessments, and develop and implement treatment interventions including crisis management, individual counselling, family work, and system containment and consultations for the client/carers/system.
- Provide relevant discipline specific assessments that may be required according to the Mental Health case managers level of training and experience.
- Work collaboratively with other relevant services (e.g., Education, Child Protection, drug and alcohol treatment services, Youth Justice, and other organisations) to provide integrated and consistent treatment and management.
- 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.
- Provide education and secondary consultation to community organisations to increase understanding and early detection of psychosis and to support more timely referral to YEPS.
- Provide information, consultation and training on Early Psychosis and youth related mental health issues to Mental Health case managers across Austin Mental Health Division Programs.
- 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.
- 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.
- Assist the YEPS medical staff in screening for medication side-effects.



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- Comply with relevant professional and mental health sector legislative and statutory requirements.
- 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.

### **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 (operational, professional, and clinical) and performance development and review processes.
- 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.
- Participate in under- and post-graduate training of professionals within ICYMHS and the MHD (Mental Health Division)
- Seek out and attend relevant professional development and training, ensuring up-to-date knowledge of best practice in mental health and early in life psychosis treatment.
- 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.
- 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.



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## Selection criteria

### Essential skills and experience:

- Relevant post-graduate experience in a tertiary mental health setting or other related field with specific experience with children, youth, and families.
- Demonstrated ability in and knowledge of the identification, assessment and treatment of children and their families.
- Demonstrated commitment to the 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 recovery goals
- Demonstrated ability and knowledge of early intervention assessment, formulation, and a range of therapeutic interventions for both individuals and groups.
- 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
- 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
- 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
- Demonstrated capacity to undertake/support research
- Experience with Single Session Thinking



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## Professional qualifications and registration requirements

### Mandatory Qualifications

- Current registration with Australian Health Practitioner Regulation Agency (AHPRA) (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.
- 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.
- 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 AHPRA 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
- 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.



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## 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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