Position Description

Infant Child and Youth Service (ICYMHS) Clinical Psychology Discipline Senior–Central Youth Community Team

Classification:	Grade 4 - Clinical Psychologist
Business unit/department:	Central Youth Community Team (CYCT) Infant, Child, and Youth Mental Health Service (ICYMHS) Mental Health Division
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☒ Burgundy St clinic- **onsite at 37 Burgundy St office with outreach as required**
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Parental Leave Cover, 11/01/2027 – 02/06/2028
Hours per week:	30.4 hours
Reports to:	Team Leader- CYCT Program Manager- Central Community and Specialist Services Liaison with the Director of Psychology, Mental Health Division for professional discipline accountability
Date:	November 2026

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

This position has dual roles, as a Senior Mental Health Clinician within CYCT, and as the ICYMHS Psychology Discipline Senior

In the ICYMHS Psychology Discipline Senior role, the Clinical Psychologist will provide leadership, education, support, supervision and guidance to psychologists in ICYMHS whilst also maintaining a clinical caseload on the relevant clinical team.

As a senior mental health clinician, it is expected that you will work collaboratively within CYCT, and broader ICYMHS teams, to support young people who present with mental health concerns as well as to provide support to, their families, carers, and communities. The successful applicant will

contribute to the ongoing development and implementation of enhancements to the model of care for youth ensuring practice is in line with contemporary evidenced based mental health models of care outlined in the Royal Commission and current Victorian initiatives including the Recovery Framework.

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 Infant 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 CYCT

The Central Youth Community Team (CYCT) is one of several community outpatient teams within the Infant, Child, and Youth Mental Health Service (ICYMHS). It is a multi-disciplinary team that offers individual and group assessment, treatment, consultations, and a clinical case management service to young people with a variety of complex and severe mental illnesses and/or disorders.

CYCT primarily provides services to young people aged 12-26 in the Central LGAs of the Austin ICYMHS catchment areas, namely Banyule and Nillumbik. The service currently operates within business hours, with a view to expand operating hours in the future to improve accessibility in line with Royal Commission recommendations.

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 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.
- Display a clear understanding of and practice in the principles of recovery-orientated, trauma-informed, and family-centred, collaborative practice and expertise in engaging children, adolescents, and their families within a range of settings.
- 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.
- 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 of intergenerational trauma, intersectionality and the impact these may have on the mental health of young people and their families
- 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.
- 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.
- 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 and provide advice to the multidisciplinary team around complex ethical matters relating to Child Wellbeing and Child Risk matters
    - 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.

Psychologist Role

- In conjunction with the Program Manager and Director of Psychology support, oversight and assist in the recruitment employment, training and development and appraisal of all clinical psychology staff employed within Austin ICYMHS.
- Provide oversight of and lead the senior psychology staff in the recruitment and the placement of psychology graduate students.
- Lead in the provision of evidence-based psychological treatment and practice in the ICYMHS service.
- Ensure a high level of work quality, develop, implement and monitor quality improvement activities for psychologists within the department / ward, in accordance with Austin Health Policies as varied from time to time and in context of the governance structures of the MHD and the Safety and Quality management processes of the ICYMHS and the professional / governance bodies in psychology (Australian Health Practitioner Regulation Agency).
- Liaise and co-ordinate activities of psychologists in Austin ICYMHS with the Director of Mental Health Psychology as required.
- Chair monthly psychology meetings within ICYMHS.
- Attend the monthly area Senior Psychologist meeting in Mental Health, covering issues such as psychology standards, supervision structure, reporting requirements to the hospital for postgraduate student placements.
- Liaise with the Program Manager and Clinical Director and team of ICYMHS to provide as required leadership in departmental research and evaluation activities, and to fill other portfolio responsibilities on behalf of the team and service as required.
- Provide staff supervision and student support / supervision for the postgraduate student cohort who are on placement.
- Contribute to the Psychology Graduate Program, and
- Contribute to psychology administrative duties relevant to the ICYMHS directorate, including oversight of test library ordering, and managing psychology resources.

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.
- Offer support to other members of the team, graduates, and students, as required to support a positive team culture.

Supervision

The Clinical Psychologist is expected to operate within the ICYMHS with a high degree of autonomy. Supervisory support may be available from the Mental Health Director of Psychology, Clinical Director and Program Manager as required. The Clinical Psychologist must ensure that appropriate lines of supervision are implemented for psychologists in the ICYMHS in line with current award and hospital policy.

This will include providing supervisory support to the P3 Senior Clinical Psychologists and assisting in supervisory coverage for other Clinical psychology staff and, students and registrars.

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 skills and experience:

- Demonstrated commitment to 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 personal recovery goals.
- A sound understanding of the social determinants of health, intergenerational trauma and role these play in the current presentation for young people and their family/carers
- Demonstrated ability to provide leadership and direct service in the clinical assessment and treatment of children, adolescents and families.
- Experience in case management of consumers via implementation of tailored individualised Treatment Plans.
- Well-developed interpersonal skills to effectively communicate with young people, families/carers
- Demonstrated ability to develop effective relationships with colleagues, service, and other external stakeholders.
- Thorough knowledge of the principles and practices of DHHS Recovery-Oriented Practice in Mental Health

- Sound knowledge of The Victorian Mental Health Act (2022) and other relevant legislation including, the Carer Recognition Act (2012), Child Youth and Family Act (2005), MARAM Framework and Chief Psychiatrist Guidelines
- Excellent organisational and time management skills
- Demonstrated ability to provide leadership and direct service in psychometric assessment of children, adolescents and families.
- Experience in providing a high level of supervision to psychologists and other mental health workers in the service and completion of training required by AHPRA for the conduct of supervision.
- Experience in providing leadership in team and departmental research and evaluation activities.
- To fulfil other portfolio responsibilities on behalf of team and department as required
- Experience in the recruitment, employment, training and development and appraisal of psychology staff employed within ICYMHS.

Desirable but not essential:

- Specialist qualification in a preferred therapeutic modality is an advantage.
- A sound understanding of information technology including clinical systems, applications relevant to the management of contact/session reporting, staff allocation and management reporting as required.

Psychology meetings generally occur on a Wednesday – the successful applicant would need to be available on a Wednesday to meet the needs of this role.

Professional qualifications and registration requirements

Mandatory Qualifications

- Substantial clinical experience of at least 10 years.
- Current Registration with Australian Health Practitioner Regulation Agency.
- Masters degree in Clinical Psychology and endorsement as a Clinical Psychologist with the Australian Health Practitioner Regulation Agency.
- Australian Health Practitioner Regulation Agency registration as a Board Approved Supervisor and supervisory experience in child and youth 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.

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 and the Psychology Code of Conduct, 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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