

Position Description

Senior Clinical Psychologist

Classification:	Clinical Psychologist - Grade 3
Business unit/department:	Mental Health Division (MHD) Infant Child and Youth Mental Health Service (ICYMHS) Inner North Youth Community Team (INYCT)
Work location:	Austin Hospital- on site work
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Fixed-Term Full-Time parental leave backfill until April 2027
Hours per week:	38
Reports to:	Team Manager- Inner North Youth Community Team Program Manager -Inner North community and Specialist teams ICYMHS Discipline Senior - Psychology (indirectly)
Date:	March 2026

Position purpose

The Senior Clinical Psychologist provides high quality, expert clinical care and case management to young people and their families referred to the Inner North Youth Community Team (INYCT).

As a senior member of the team and ICYMHS, this role will assist and support the Team Leader /Consultant in their leadership responsibilities. The role holder will actively model positive behaviours in line with organisational values to support a healthy, productive and innovative team/ICYMHS culture that are concerned with health, wellbeing and safety for consumers, carers, communities and staff.

The role will work collaboratively with the broader Mental Health staff and teams. Features of the role also include the provision of high-quality professional supervision and contributions to staff learning, development and research/evaluation.

Additional support from the relevant Discipline Senior role will be provided for professional governance purposes.

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 individualized treatment and care.

About ICYMHS

The Child and Youth Mental Health Service (ICYMHS) sits within the Mental Health Division (MHD) 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.

Austin Health ICYMHS have two inpatient units (a child and an adolescent one), a Child and Family Centre called Boobop 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. Lived and Living Experience Workforce is also embedded with the ICYMHS Directorate.

About INYCT:

The Inner North Youth Community Team (INYCT) is one of several community outpatient teams, within the Infant, Child and Youth Health Service (ICYMHS). Like other community teams it is a multidisciplinary team that offers individual, parent, family and group assessment and a clinical case management service to young people with a variety of complex and severe mental illnesses and disorders.

INYCT currently provides services to young people aged 12-18 in the relevant catchment areas.

The service operates within business hours with a view to expand operating hours in the future to improve accessibility in line with the Royal Commission recommendations and is located at the Heidelberg campus.

Travel will be expected between campuses for the purposes of fulfilling the needs of the allocated caseload and other responsibilities. You may be required to work at other sites as directed.

Position responsibilities

Direct Care

- Display a clear understanding of and sophisticated practice (at a Senior Clinician level) 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.
- Provide high quality, evidence-based clinical assessment and treatment modalities at an individual or group level as indicated by clinical need within available resources as well as general case management to children, adolescents and families referred to the team. ICYMHS treatment modalities include case-management; individual, parenting, family and group therapy; single-session intervention; eating disorders & contemporary treatments; crisis response; health promotion and other professional development/capacity building activities.



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- Undertake exemplary comprehensive assessment, risk formulation and case management for children, young people and their carers/families with an emphasis on supporting them through the recovery process.
- Support and enhance understanding and identification of social, emotional and behavioural problems to reduce impact and prevalence of mental health difficulties/disorders prevalent in schools and other external agencies.
- Work collaboratively and successfully with the lived experience workforce, empowering them in their roles and learning from them to improve the practices of self and others.
- Provide relevant, evidence-based psychology-specific assessments as required/indicated.
- Actively lead the implementation, monitoring and evaluation of treatment objectives for own caseload and support other staff achieving theirs for shared cases.
- Rigorously assess the clinical risk of each client and effectively manage this risk through planning and intervention in conjunction with Consultant Psychiatrist/s and Team Leader.
- Work collaboratively with to provide integrated treatment and management ICYMHS and the local community (including schools, Child Protection, drug and alcohol services, Juvenile/Youth Justice services, as well as educational institutions and non- government organisations).
- Provide high-quality and evidence-based family and/or carer support including involvement in treatment planning.
- Provide support to the team's leadership, offering guidance, support and supervision to other members of the team, or students, as required.
- Provide discipline-specific supervision to Psychologist (P2's) and/or students as required.
- Assist medical staff in screening for medication side-effects.
- Comply with relevant professional and mental health sector legislative and statutory requirements.
- 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.

Education and Training

- Provide education and secondary consultation to community organisations to increase early detection of mental illness and timely referral to ICYMHS.
- Provide consultation and education to Mental Health clinicians across Austin Health's MHD as requested (confirmed with Team Leader).
- Provide information and training to health and mental health practitioners on child and youth related mental health issues.
- Actively participate in under- and post-graduate training of professionals within ICYMHS MHD.
- Contribute to evidence-based information distribution through the education of others, sharing of relevant clinical literature and leading critical analysis discussions.

Leadership and Service Improvement.

- Contribute to the development of evidence-based practices, policies and procedures to inform the provision of service delivery, education and consultation activities.
- Contribute to the development and implementation research and evaluation processes and quality improvement activities.



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- 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
- 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.
- Participate in performance appraisal and supervision processes as requested.
- Hold relevant portfolios to support CYMHS and MHD initiatives and priorities.
- Participate in the development, implementation and evaluation of community-based programs as appropriate.

Consultation Liaison

- Provide primary, secondary and tertiary consultation to primary care or private providers.
- Demonstrate excellent interpersonal and negotiation skills, supporting the management of the most complex cases in the team, interagency case meetings and discharge planning.
- Network and liaise with staff from relevant inpatient units, PARCs, Mental Health Community Support Services, Alcohol and Other Drug Services, youth and primary health care services, education providers, etc. to enhance service delivery and improve mental health outcomes.
- Engage and work with consumer and carer peer workers, advocates or representatives.
- Liaise with relevant community agencies and provide secondary consultation and / or training as appropriate, promoting the program through participation in education forums, conferences and other opportunities that arise.
- Actively participate in any team/service duty roster systems.

Information Management

- 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 a timely and efficient manner and in accordance with ICYMHS / MHD and relevant professional / mental health sector statutory requirements.

Ongoing professional development

- Actively participate in operational, clinical and professional supervision and performance development and review processes.
- Seek out and attend relevant professional development and training, ensuring up-to- date knowledge of best practice in mental health and early psychosis.
- 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.
- Instigate appropriate research or evaluation studies following ethical practice guidelines and contributing to the sharing of outcomes either through education opportunities or conference-type presentations or academic publications.

Safe Practice and the Environment.



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- 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 and staff and the community are minimised.
- Be aware of and adhere to other duties and other procedures within ICYMHS, MHD and sites you visit.

Selection criteria

Essential Knowledge and Skills:

- Demonstrated sophisticated knowledge of recovery and collaborative clinical practice and family-centred care.
- Sound knowledge of relevant legislations including the Mental Health Act 2014; the Child, Youth and Families Act 2005; the Privacy Act 1988; and the Drugs, Poisons and Controlled Substances Regulations 2017.
- Demonstrated ability (at a senior clinician level) and knowledge of the early identification, assessment and treatment of children and young people experiencing severe and complex mental health issues.
- Knowledge and skills in assessment, clinical and risk formulation and treatment of a range mental health issues including alcohol and other drug abuse, personality disorders, eating disorders, depression and anxiety, relational difficulties, etc (at a senior clinician level).
- Demonstrated cultural sensitivity when working with young people and families/carers/staff with diverse backgrounds and identities and those with lived experience of mental illness.
- Knowledge of, and experience in delivering, a range of evidence-based psychotherapeutic interventions for both individuals, families and groups.
- Knowledge of, and experience in delivering, a range of crisis intervention and management strategies (at a senior clinician level) involving consumers, carers and systems.
- Demonstrated ability to provide succinct, collaborative and helpful consultation to families, and other specialist service providers on behalf of the team (at a senior clinician level).
- Ability to work independently, with initiative and collaboratively with others from a range of professional backgrounds and levels of experience.
- Excellent interpersonal, communication (written and verbal) organisational and negotiation skills.
- A sound understanding of information technology including office and clinical systems, risk management reporting and ability to provide accurate, accessible and timely written records of clinical work, as required by the MHD standards of documentation.
- Training in Clinical Supervision (relevant to your discipline or area of practice) and experience in providing high quality supervision to other clinical staff.



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Desirable but not essential

- MARAM training (intermediate level).
- Experience in the provision of clinical education to under- and post-graduate students.
- Dual-diagnosis competency or a willingness to undergo specialised training.
- Demonstrated commitment to evidence-based practice, research and quality improvement activities in a clinical setting.
- Experience of cases involving the National Disability Insurance Scheme.

Professional qualifications and registration requirements

Mandatory Qualifications & Experience:

- **Clinical experience of at least 5 years**
- Current Registration with Australian Health Practitioner Regulation Agency (AHPRA)
- Minimum of a master's degree in clinical psychology
- Endorsement as a clinical psychologist with APHRA
- APHRA registration as a board approved supervisor with supervisory experience
- 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).



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- 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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